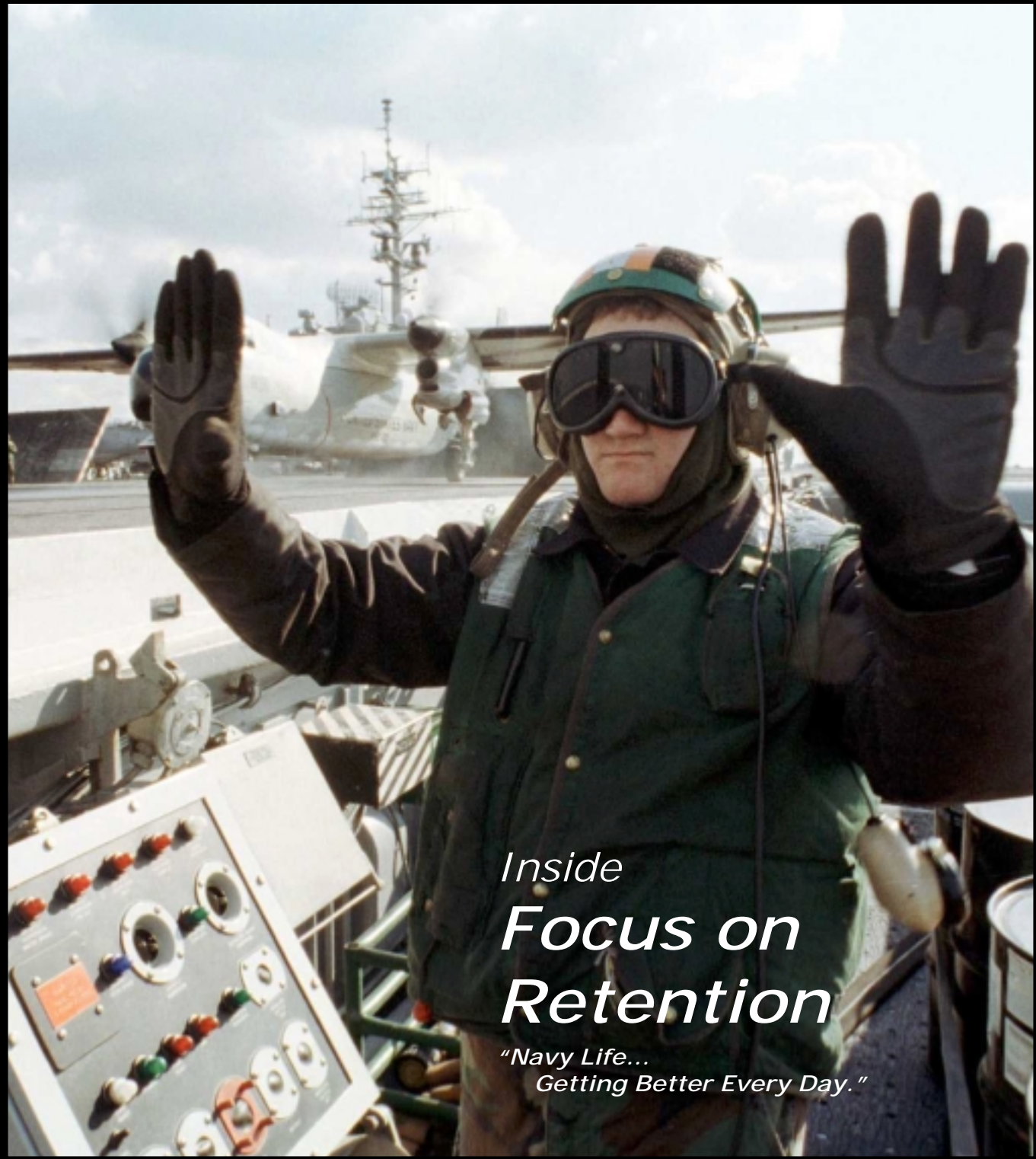


# LINK

The Enlisted Professional Bulletin  
of the United States Navy  
July-September 2000  
Volume 3/00



*Inside  
Focus on  
Retention*

*"Navy Life...  
Getting Better Every Day."*



## Commander, Navy Personnel Command RADM J. B. Hinkle



Greetings from Millington. This issue of Link focuses on a challenge that affects every single thing we do in the Navy - retention. Navy is about more than hardware: ships, aircraft and submarines. Our Navy is about the young men and women who proudly stand the watch and answer our nation's call when it's time to venture in harm's way. Our challenge is to ensure these Sailors - our best and our brightest - stay Navy.

The United States is in a decade of unprecedented economic growth, with unemployment levels at their lowest in 30 years. We are in tough competition with the private sector, a "war for people," as the technical skills our Sailors learn through Navy schooling are in high demand. The end result is the Navy is experiencing manning shortfalls in critical ratings, and is challenged to make retention and recruiting goals.

We are currently re-energizing Navy's retention efforts with the aim of providing the leadership in the Fleet with the tools required to retain the right Sailors. It's important to remember that retention is done within the lifelines of a command. The command's retention team - commanding officer, command master chief and career counselor - set the whole tone. And the command climate is often the difference whether a Sailor is going to stay Navy or go home. The most successful commands know that it takes a personal touch to influence a decision, and leadership makes a huge difference in retention and attrition.

I recently read a story about the crew of USS MAHAN (DDG 72), and their overall retention rate of 67.82 percent. The secrets to their success? MAHAN's command climate, and a mix of responsibility, respect, recognition, career counseling and training, equal a daily routine and command philosophy that encourage the individual sailor to stay Navy. The MAHAN team encourages personal worth and the crew has responded.

Other efforts around the fleet are noteworthy. On another ship a simple letter to a Sailor's parents telling them their son or daughter has just reenlisted, and thanking them for their fine service to our Navy, went a long way. The command reminded us that retention is not something that we do with enlisted Sailors when they reach EAOS or when officers submit their resignations; it's everything we do for them and their families from the first time they wear the Navy uniform until their next career decision. We recruit the individual, but we retain the family.

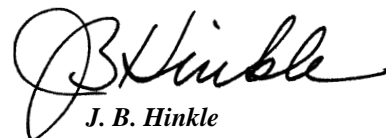
In addition, we need to do a better job of marketing the career aspects and benefits of serving in the Navy, and give Sailors the right facts to be able to make solid decisions, such as information on career programs, advancement, pays and allowances, rewards and advantages of serving, and what retirement is really worth in terms of an annuity.

The truth is that in our Navy, leadership is taking every step to make Navy life better every day.

One new program that is having a positive impact on retention is Guaranteed Assignment Retention Detailing (GUARD) 2000, which gives Sailors and detailers more options to stay Navy. The program offers guaranteed assignment to choice of homeport/duty station or ship type in exchange for a four, five or six-year enlistment, and allows Prescribed Sea Tour (PST) waivers of up to 18 months for first-term Sailors on a case-by-case basis. GUARD 2000 is available twice during a 20-year career; at the end of the first enlistment, and at the end of any other enlistment, up to 17 years of service. I encourage you to read NAVADMIN 083/00 for more information.

You'll hear more about retention in the coming months, as we shape our strategy for making Navy the "employer of choice." Until then, keep charging and smooth sailing.

Navy Life...Getting Better Every Day.

  
J. B. Hinkle  
Rear Admiral, U. S. Navy

# LINK

## Volume 3/00

July-September 2000

**Chief of Naval Personnel:** VADM Norbert R. Ryan, Jr., USN  
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Cover photo: An Aviation Boatswain's Mate signals a final safety check, ensuring there are no obstructions in the way of the catapult prior to launching a C-2A Greyhound from VRC-30 off the flight deck of USS KITTY HAWK (CV 63). U.S. Navy photo by PH3(AW) John Sullivan.

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## ACNP for Distribution

### RADM H. B. Tallent



I remember an economics professor once telling me that the financial market (DOW) would never go over 3,000 and if unemployment went below 5%, we would be ruined by inflation. Well, the DOW runs between 10,000 and 11,000 and unemployment averages around 4% and all is well. My point is we have never seen an economy like this and all previous economic “truths” may be suspect. We are facing recruiting and retention challenges that cause us to re-analyze what it takes to support an all volunteer force.

A part of that analysis led us to make some major changes in our benefits package and we have taken positives steps in this direction. Some improvements include the 4.8 percent pay raise, repeal of the Redux retirement plan, pay table reform, and a continuing effort at improving health care. Additionally, BAH “out of pocket” expenses have been reduced from 19.8% to 18.3% with a goal of ZERO by fiscal year 2005. Sea/Shore rotation has decreased for 101 ratings. Thousands of Sailors, previously ineligible, will get selective reenlistment bonuses this year as several new ratings became eligible. We’ve also scrapped the old GUARD III program and replaced it with GUARD 2000 – which will give most Sailors, especially first-term Sailors, more options when negotiating for orders – including the possibility of waiving some “sea time.”

Quality of Service, the conditions under which our Sailors in the fleet work, continues to improve. Manning on deployed units has increased from 88% last year, to 93% this year. Educational benefits also abound, including the awarding of college credits for Navy training and the new Navy College Program.

So, despite the challenges, there has never been a more exciting and promising time to be a Sailor in the United States Navy!

Every day, the papers and magazines are full of stories about people making millions of dollars overnight and the pursuit of wealth seems to be a national obsession. Just look at the top rated television show! The truth is, for every success story you see or hear, there are hundreds of others who don’t “strike it rich.” Indeed, many leave the Navy only to find the grass isn’t necessarily greener on the other side of the fence. Promised salaries may not materialize, benefits may change and promotions may be limited. Many employers have no retirement system or pension plan, and the risk of layoffs or being “downsized” is often a concern.

Whether you have two, five or 15 years of military experience, you should crunch the numbers and honestly consider the real worth of your military retirement. Imagine how that additional income will impact a second career. The real value of a military retirement may surprise you. For more information, the military pay and benefits Web Site can help you calculate your options, at <http://pay2000.dtic.mil/>.

We are committed to treating our world-class Sailors like professionals. That’s why today’s Navy could be called the all-professional force, instead of the all-volunteer force. “All-professional” more accurately describes the highly-trained, highly-skilled and highly-motivated Sailors found throughout our Navy. Our professional Sailors are the owner-operators of our Navy and the reason why today’s United States Navy is the best the world has ever known. It’s up to everyone in a leadership role, from third class petty officer to the CNO, to ensure we’re giving our Sailors and their families the information and facts they need to make the right decision at crucial career junctures.

  
H. B. Tallent  
Rear Admiral, U. S. Navy



## **Master Chief Petty Officer of the Navy MMCM(SS/SW/AW) James L. Herdt**



Shipmates, I testified before Congress this year on the Quality of Life (QOL) for Sailors. They were very interested in continuing the momentum of improving QOL for Navy families, and it gave me the opportunity to fully appreciate just how many programs we have in the works designed to improve QOL for Sailors and their families. The entire Navy is going through a lifestyle change, and it's truly a great time to serve. You wonder, "Who's looking out for you?" I'm here to tell you, the CNO, CNP, me, and your entire chain of command are looking out for you.

We're changing so many things that it's hard for all of us to keep up with the changes. Therein lies our biggest challenge – not only keeping up with the latest improvements for this Navy, but using our foresight to define the next Navy. Change naturally causes apprehension among people. We've got to continually reevaluate the communication methods we're using to pass the word on these changes. Overall, we're on the right course, and I'm convinced we will be amazed with the Navy we end up with in the next 10 years. I'm just sorry I won't be able to be a part of it. When all is said and done, America will have an even more versatile and potent Navy than we already enjoy today.


We're quickly realizing that a Navy of our professionalism and ability doesn't come cheap. In order to continue to raise the bar for our all-volunteer Navy, we have to keep pace with the compensation packages in the civilian sectors. In addition to the 4.8 percent pay raise we all received in January, the pay table reform kicked in July 1<sup>st</sup>. As we've said all along, this is not a fix-all solution to our pay gap. It is however, another step in the right direction towards paying Sailors closer to what they're worth. Over the coming years we will continue closing the pay gap that has grown between the military and our civilian counterparts. This shows a continued commitment from Congress and Americans to increase the overall compensation to military families for our sacrifices.

Along the same lines, the majority of Sailors saw their Basic Allowance for Housing (BAH) increase this year. We're working very hard to improve housing for Navy families across the board. Sailors should not be penalized because they live on the economy, and that's what we're fixing by eliminating the average out-of-pocket expenses for Sailors receiving BAH. We're also addressing the living conditions of Sailors living aboard ships. The Secretary of the Navy and Chief of Naval Operations are very concerned about improving shipboard living conditions, and moving Sailors off of ships in port when feasible. These programs are in the infant stages, but once again, improving QOL for Sailors is driving the policy changes.

The new Physical Readiness Program is a hot topic everywhere I travel throughout the fleet. Overall, Sailors are rightfully proud of the new program. You should be proud since the improvements came directly from your suggestions in the fleet. We've adapted the tougher standards, and built a more goal-oriented fitness program. Anyone, from the shipmates having difficulty passing the test, to the Navy's fittest Sailors, has room for improvement under the new standards.

The over-riding goal of the program is to build a culture of fitness throughout the Navy. I'm here to tell you that we're a lot closer to this lifestyle than we realize. The best part about attaining this goal is that everyone wins. Sailors are more physically fit and healthier, and we're serving in a more combat-ready, battle efficient Navy. The remedial portions of the program are designed to help Sailors before they fail a PRT. Sailors needing remedial will find a more structured program that will produce better results on the road to getting back in shape.

As I said, we have several initiatives working to improve your quality of life. The answer to "Who's looking out for you?" should be around any corner you look. Don't let the efforts stop with you. We all have a responsibility to all of our shipmates, junior and senior, to do what we can to help them. That is what makes this Navy so great, shipmates looking out for shipmates. Make sure you're doing your part also. Thank you, and I'll see you about the fleet.

  
**James L. Herdt**  
*Master Chief Petty Officer of the Navy*



## Director, Enlisted Assignments Division

CAPT J. F. Rea

Navy Life – It's getting better all the time! This is surely evident in the sweeping changes the Navy is currently going through to make Navy life better for you, our Shipmates. Several initiatives are being launched soon which will make your life and your careers more exciting and rewarding. From choosing your next duty assignment, to making your sea tours more accurately reflect your remaining obligated service, to more choice duty stations, the Navy is transitioning into a career that is more professionally exciting and personally rewarding.

The Navy is committed to taking care of you, by offering all Sailors training in Leadership skills. This is offered through the Navy Leadership Continuum Course (LCC) for all paygrades. Most Sailors know that this course is a requirement for eligibility to take the Navywide Advancement Examination. However, you must ensure that you complete this course before you detach from your current duty station. Navy Leadership Continuum Course (LCC) is not normally offered en route to your next duty station. The Chief of Naval Education and Training (CNET) has LCC courses established with class seats available for you in most Fleet Concentration Areas. It is your responsibility to talk to your LPO, LCPO, division officer, department head, command career counselor, command master chief, executive officer and commanding officer, to ensure you get the leadership training you deserve. It's part of the Navy's commitment to you.

We are also committed to you, the Sailor, in trying to offer choice duty assignments. One assignment that offers exceptional skills training, whether you decide to stay in the Navy or not, is *physical security duty*. Completing the rugged physical security training provides you the requisite knowledge and skills to stand security posts which guard bases, equipment, and people of vital national interest to the United States. This skill will be marketable for you regardless of your Navy career intentions. But, with this skill in the Navy, you can also serve in interesting places. We have opportunities available for physical security duty all over the world, including Japan, Iceland, Greece, the Middle East, Western Europe, England, Puerto Rico, and other stateside billets. Many of these duty locations also offer type 3 overseas duty credit, which entitles you to follow-on shore duty orders. I challenge you to seriously consider physical security duty for your next shore tour.

We also have many exciting, interesting locations and duty assignments for your next shore duty assignment. Check the box below for some places you might find either career enhancing, or just fun.

The theme of this month's *LINK* is retention. We are experiencing exciting times, as we implement new programs. One of those programs is GUARD 2000. This is a revised program where Sailors in their first enlistment can elect to use the option to request a choice of duty assignments, in return for renewing their service obligation. This program has been approved by the Chief of Naval Personnel and has been formalized in NAVADMIN 083/00. Approximately nine to six months prior to your EAOS, or EAOS as extended, first-term Sailors are encouraged to contact their detailer (after counseling by the command career counselor) in person, by E-mail or phone to discuss available billets. New programs in the works include expanded opportunities for funded split tours, changing PRD to more appropriately match the end of your obligated service, and updating the SCORE program.

As you can see, my detailers down here in Millington have new programs, exotic jobs, and retention incentives for you. Make sure you complete your leadership training (LCC) before you detach from your current command. Stick around - stay Navy - and see what wonderful opportunities will be available to you in the very near future. Navy Life – It REALLY IS getting better all the time!

- Equal Opportunity Advisor billets (EOA), Counseling and Assistance Centers (CAAC).
- Instructor at a Navy Leadership Continuum Course school.
- Personal Exchange Program billets, where U.S. Navy personnel serve as advisors to foreign militaries.
- NATO billets and attache duty in U.S. Embassies overseas.
- Joint area duty serving with your brethren from other branches of the U.S. military.
- Washington, D.C. assignments, where jobs include the CNO's driver, Ceremonial Guard, working on an admiral's staff, the Navy

- Historical Center, and the Office of Naval Intelligence.
- Military Entrance Processing Stations (MEPS) nationwide.
- Naval Academy Preparatory School in Newport, R.I.
- OCS/AOCS, or Naval Academy Company Chief.
- Recruiting Duty, or Recruit Division Commander duty at the Navy's only boot camp.
- Flag Mess/Enlisted Aide billets worldwide for mess management specialists.
- Navy Brig and Corrections Specialist duty

# Navy Announces Changes to Enlisted Advancement System

Changes have been made to the Navy Enlisted Advancement System (NEAS) that will further enhance the Navy's future by streamlining the process for the advancement and promotion of Sailors.

In announcing these changes, Vice Adm. Norb Ryan Jr., Chief of Naval Personnel, stated his commitment to continue supporting all efforts to improve Sailors' opportunities for advancement.

"These changes will insure that the advancement system continues to properly prepare Sailors for advancement and help to promote the best qualified candidates while reducing unnecessary administrative requirements," said Ryan.

As noted in NAVADMIN 42/00, several timesaving changes are now effective.

With the advent of watch station Personal Qualification Standards and improved shipboard training programs, Personal Advancement Requirements (PARs) are considered outdated and redundant, and have been eliminated for advancement exam eligibility. Eliminating PARs will save significant man-hours for Sailors preparing for the exam and will eliminate the effort spent to update and verify PARs completion in the Sailor's service record.

In addition to PARs, Training Manuals (TRAMANs) and non-resident training courses (NRTC)s are no longer required for advancement exam eligibility. TRAMANs or NRTC)s will still be available, and their completion is essential to support advancement opportunities for Sailors. Elimination of this requirement will also save time for Sailors and reduce the time spent by educational service officers to verify course completion when ordering exams.

Another change to NEAS allows chief petty officers and above to serve on local examining boards to administer, proctor, handle, destroy and forward advancement exam returns to the Naval Education and

Training Professional Development and Technology Center.

An additional NEAS change includes rescheduling E4, E5 and E6 exams on the first three Tuesdays, respectively, in March and September, with seven days between each exam.

Previously, all three exams were administered within an eight-day period, allowing little time for

proper preparation between exams. This change will result in fewer exam discrepancies and faster exam processing.

The last change allows automatic advancement to E3 after the minimum time in rate at E2 is met, and the candidate has a favorable recommen-

dation for advancement on their most recent evaluation.

Commands presently have all information needed to determine when their junior Sailors are eligible to advance, and by eliminating the requirement to route a special request chit through the commanding officer and the local Personnel Support Detachment, Sailors advance more quickly, adding dollars to their paycheck.

Details regarding the changes to NEAS can be found in NAVADMIN 42/00 on the BUPERS Web Site at <http://www.bupers.navy.mil>.

*Lynette S. Williams  
CNP Public Affairs*



# New Fitness Standards Help Navy Launch “Culture of Fitness”

Goal-oriented scoring. Emphasis on training progression. Tougher standards. New software to measure fleet fitness.

Ready for the challenge?

The new Physical Readiness Program, as announced in NAVADMIN 063/00, targets individual fitness, placing a renewed emphasis on command leadership to foster a culture of fitness throughout the Navy. Sailors of all ages will participate in the new program, which went into effect May 1.

“We want to establish a Navy-wide culture of fitness that will promote physical conditioning and commitment to a healthy lifestyle,” said Admiral Jay L. Johnson, Chief of Naval Operations. “The Physical Readiness Program has essentially become an assessment tool for a Sailor’s individual fitness.”

While the exercises included in the PRT have not changed, the new goal-oriented scoring and more detailed standards help chart the track to fitness. For example, each of the scoring categories (satisfactory, good, excellent and outstanding) is divided into different sections: marginal, low, medium and high. The sections are designed so that a Sailor who follows the proper physical fitness regimen can achieve the next higher category by the next testing period.

Accordingly, the revised plan encourages commanding officers to recognize Sailors who progress to the next higher category through fitness report and evaluation comments. In the past, only those who

scored outstanding or excellent received comments. Promotion, advancement, frocking and redesignation requirements will be based on meeting fitness progression standards, rather than failing the test. Previous PRT failures will not be carried forward under the new program. Details on the progression standards will be included in the revised instruction.

Overall performance on the fitness test will be determined by the lowest category level of performance attained for any exercise event. For example, a Sailor who scores “outstanding” on two events and “good” on the third event will achieve an overall score of “good.” However, a minimum overall score of “excellent” or “outstanding” is no longer required to be eligible for a fitness report or evaluation grade of 5.0 in military bearing.

The new Navy culture of fitness will require a consistent commitment by the individual member to a healthy lifestyle.

“This program is a measured step forward that will result in fitter Sailors, higher morale and enhanced readiness,” said Johnson. “It is a leadership responsibility to promote a culture of fitness that will help Sailors succeed.”

The Personal Readiness and Community Support Division (PERS-6) at Navy Personnel Command (NPC) has developed new software to make record keeping easier. “The pink folders will be digitized, and commanding officers will be able to get a complete

picture of their command’s overall physical fitness and readiness, as well as their individual Sailors,” explained Capt.

T.J. Cepak, Director, Navy Drug & Alcohol, Fitness, Education & Partnerships Division.

The Navy is committed to helping Sailors make healthy lifestyle changes. For those Sailors who want to improve at all levels, the Command Fitness Leader will be available to help design a personalized program to achieve a higher level of fitness. Commands will establish and direct Fitness Enhancement Programs (FEP) to monitor the training and progression of Sailors, and will also offer nutrition and weight management counseling if necessary. For Sailors who are struggling to meet standards, FEP will be mandatory.

As the program is new, answers to frequently asked questions will be posted on the BUPERS/NPC Web Site at <http://www.bupers.navy.mil/pers6/pers60/pers601>.

The office to contact for information about the Navy’s Physical Fitness Program is PERS-601, at DSN 882-4257, Comm (901) 874-4257.

*LT Ingrid Mueller  
NAVPERSCOM Public Affairs*





# New GUARD 2000 Program Offers More Options to Stay Navy

Negotiating for orders can be a tug-of-war between what a Sailor wants and what the Navy needs. Now, an old program with some new twists and a new name is helping Sailors and detailers find desired assignments.

The Guaranteed Assignment Retention Detailing (GUARD) program has been revitalized and improved by providing first-term Sailors with more options when they reach their end of active obligated service (EAOS). GUARD 2000, recently announced in NAVADMIN 083/00 and effective immediately, is focused on easing the transition from a downsizing force to a retention force.

The previous program, GUARD III, provided guaranteed assignment to choice of home port/duty station or ship type in exchange for a four-, five- or six-year enlistment. It was available twice during a 25-year career; at the end of the first enlistment, and at the end of any other enlistment, up to 25 years of service. GUARD III had no sea duty waivers, and there was limited applicability to low-priority requisitions.

The GUARD 2000 program allows Prescribed Sea Tour (PST) waivers of up to 18 months for first-term Sailors on a case-by-case basis, giving detailers more flexibility in assigning Sailors to lower priority billets.

Waiver guidelines are being constantly reviewed and revised to ensure they are responsive to the needs of the Navy, while considering the desires of the individual Sailor. The new program offers guaranteed assignment to choice of home port/duty station or ship type in exchange for a four-, five- or six-year enlistment. In addition, GUARD 2000 is available twice during a 20-year career; at the end of the first enlistment, and at the end of any other enlistment, up to 17 years of service.

"Reenlistment lengths due to sea duty waivers and requisition priority guidelines are being kept as flexible as possible," said Cmdr. David Ruedi, Admin/Deck/Supply Enlisted Assignments Branch Head at NAVPERSCOM. "This is necessary because of the many variables that exist among the ratings."

"The key to the success of this program is communication between the Sailors and their detailers before the 1306/7 is submitted," he emphasized.

Considerations in approving a GUARD 2000 request include manning of the rating/paygrade; amount

of PST being waived; length of service obligation (with a view toward ensuring a follow-on sea tour), and priority of billets that satisfy the request.

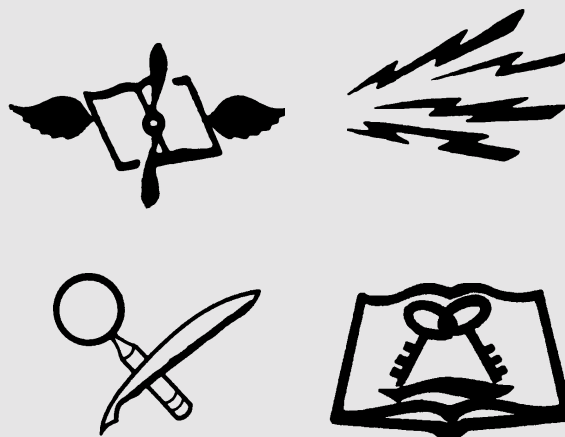
Maintaining recruiting billets fully manned continues to be a high priority, and volunteers for recruiting duty will be given maximum consideration for the greatest sea tour waivers with the minimum obligated service required.

For more information, please see NAVADMIN 083/00, available on the Navy Personnel Command/BUPERS Web Site at <http://www.bupers.navy.mil>.

*Chief of Naval Personnel and  
Navy Personnel Command  
Public Affairs*

## Stay on Top of Your Rating!

*Read what your Enlisted Community Managers and Technical Advisors have to say, on pages 15-22 of LINK.*



# Chief of Naval Personnel Outlines Promotion Milestones for Enlisted Boards

The FY01 Active Duty E8 Selection Board adjourned April 8 at Navy Personnel Command (NPC) in Millington, Tenn. In session for nearly four weeks, the 75 enlisted and 13 officer board members reviewed the records of 14,223 eligible candidates; 1,850 Sailors (13.01 percent) were ultimately selected for promotion to senior chief petty officer. The FY01 E9 board reported selection opportunity at 17.7 percent, up from 14.4 percent last year; 597 Sailors were selected for advancement to master chief petty officer.

So what can you do to help yourself get promoted?

In all hands calls conducted during visits to the Fleet, Sailors often ask Chief of Naval Personnel, Vice Adm. Norb Ryan Jr., for feedback on the E7/8/9 selection boards. According to CNP, the following five factors are important determinants of success.

At-sea time on deck, evaluated as a chief petty officer, is a key factor in determining additional leadership potential.

Warfare qualifications for those having the opportunity for sea duty is important. Chief petty officers who qualify for major shipboard watch stations such as Officer of the Deck, Junior Officer of the Deck, Tactical Action Officer, Combat Information Center Watch Officer, Engineering Officer of the Watch, Chief of the Watch, Safe For Flight and others, demonstrate leadership.

Command-wide Fitness Report (FITREP) breakouts can have a bigger impact than departmental rankings. A chief with an Early Promote recommendation, ranked 40 of 200 command-wide, is usually viewed more favorably than an Early Promote who was ranked one of one, or two of seven in a departmental breakout. Transfer FITREPs may be excluded if they don't track closely with the rest of a Sailor's performance at that

command. Reporting seniors' recommendations for promotion and block 41 remarks are both strong indicators of potential for future assignment.

Documented leadership will be scrutinized. Keep in mind that command-wide collateral duties weigh heavier than departmental duties.

Steady sea/shore rotations are also important. Shore duty following a tour on neutral duty could be seen as detrimental, while sea duty after shore duty or neutral duty is a positive. Outside education could break a close tie between candidates, but performance of assigned duties is the

most important indicator when all other professional requirements have been met.

One thing all Sailors eligible for a selection board can do is carefully review their microfiche and Enlisted Summary Record (ESR) at least six months before the board convenes. Microfiche and ESRs can be ordered from NPC, using forms available on the Internet at <http://www.persnet.navy.mil/selectbd/sbprep.html>. Once completed and signed, the forms can be faxed to NPC at (901) 874-2664/DSN 882. A signature is required to process each form.

Selection boards rely on complete, up-to-date records to choose those most qualified for advancement. Ensuring your record contains your current FITREPS and reflects all of your qualifications and achievements gives you the best possible chance for promotion.

*JOC(SW/AW) Mike Morley  
LINK Editor*



## Career Information

# Over 100,000 get SMART Transcript

While underway on board USS MCFAUL (DDG 74) in late February, GSE2 Christopher Louk became the 100,000<sup>th</sup> Sailor to request and receive his SMART (Sailor/Marine American Council on Education Registry Transcript).

Louk accessed the Navy College Program Web Site at <http://www.navycollege.navy.mil> to get a

copy of his SMART online. The SMART is a feature of the new Navy College Program. It documents recommended college credit for a Sailor's military training and occupational experience.

The following procedures should be followed to obtain an individual unofficial SMART via the Internet:

- Go to the Navy College Program Web Site at <http://www.navycollege.navy.mil>;
- Click on "here" to get your SMART;

- Click on "Sign into SMART as an individual."

You will now be on the page to enter your SSN and password. If you have never requested a SMART, enter SSN only. The system will bring up another screen for first time users to enter personal information.



You will need your pay entry base date, located on your leave and earning statement (LES), to access your transcript.

While SMART is now available online, Sailors and Marines may still request copies from the Navy College Center by calling DSN 922-1828, Comm toll-free (877) 253-7122, by E-mail at [ncc@smtp.cnet.navy.mil](mailto:ncc@smtp.cnet.navy.mil), or by visiting their local Navy College Office.

Your official SMART transcript can be sent directly to an academic institution of your choice. Official transcripts must be requested from the Navy College Center or by visiting your local Navy College Office.

*JO1(AW) Dean Persons  
CNET Public Affairs*

## Say "Yes" to a College Degree and a Commission

The Seaman to Admiral Program (STA) provides an outstanding education and commissioning opportunity for qualified and highly motivated enlisted personnel - Regular Navy and Naval Reserve on active duty (including TAR and SELRES) - to complete a Navy-funded undergraduate degree program. Upon graduation with a bachelor's degree, they will report to Officer Candidate School (OCS) for officer training and commissioning as U.S. Naval Reserve Ensigns in the Unrestricted Line (URL).

Selectees are provided a maximum of 36 months to complete a bachelor's degree with benefits that include tuition, mandatory fees, book allowance, uniform allowance, and full Navy pay and benefits. Selectees will attend a Naval Reserve Officer Training Corps (NROTC) affiliated university co-located in one of the three major homeport areas (San Diego, Jacksonville or Norfolk), on PCS orders.

Interested personnel must submit their applications to Com-

mander, Navy Personnel Command by July 1 each year, for a selection board in early September. Selectees will begin college the fall semester of the following year. Eligibility requirements and a sample letter of application can be found in the annual NAVADMIN. See your education services officer (ESO), command career counselor (CCC) or Navy College Office to register for either the Scholastic Assessment Test (SAT) or ACT Assessment (ACT). SAT/ACT must not be more than three years old as of July 1 of the year applying.

For further information, visit the CNET Web Site at <http://www.cnet.navy.mil/seaman-admiral.html>, or contact the STA Program Administrator at DSN 922-4021 ext. 306, Comm (850) 452-4021 ext. 306. Application questions should be directed to DSN 882-3173, Comm (901) 874-3173.

*Ms. Lois Martin  
Seaman to Admiral Coordinator  
CNET*

# Fleet Reserve / High Year Tenure- Don't Get Caught by Surprise

In most cases, career Sailors have their retirement plans in place when they start their last tour of duty. They normally know, based on their Active Duty Base Date, when they will be eligible for transfer to the Fleet Reserve. Within the proper window of that date (6-18 months before the desired date), enlisted personnel should submit their request for transfer to the Fleet Reserve in accordance with MILPERSMAN 1830-040.

Transfer to the Fleet Reserve at the 20-year mark for E7 and above is considered voluntary. Transfer to the Fleet Reserve is mandatory for E5 and E6 at 20 years, E7 at 24 years, E8 at 26 years and E9 at 30 years. High Year Tenure (HYT) limits for each paygrade are established by OPNAVINST 1160.5C.

As discussed in the Enlisted Transfer Manual (NAVPERS 15909F), personnel within 12 months of their HYT date must submit an application for transfer to the Fleet Reserve. Failure to apply for transfer to the Fleet Reserve as required may result in the separation/discharge of affected service members upon completion of maximum active duty service.

Requests for waivers of HYT must be submitted via NAVPERS 1306/7, with full justification, not later than one year prior to EAOS, PRD or high-year tenure date, whichever occurs first. Waiver requests will be forwarded to PERS-814 for review by the respective detailer and community manager. Requests for Fleet Reserve dates

beyond HYT will not be approved without an authorized HYT waiver.

Questions about HYT can be directed to Mr. Chris Thompson, DSN 882-3554, Comm (901) 874-3554, E-mail [p814b1@persnet.navy.mil](mailto:p814b1@persnet.navy.mil).

Fleet Reserve/Enlisted Retirements questions should be addressed to Ms. Pam Reed, DSN 882-3247, Comm (901) 874-3247, E-mail [p823b1@persnet.navy.mil](mailto:p823b1@persnet.navy.mil).

### **The facts of Medical Deferral of Fleet Reserve/enlisted retirement.**

There are voluntary and mandatory transfers to the Fleet Reserve, and mandatory enlisted retirements. When it comes to medical deferment, each case is handled differently.

Per MILPERSMAN 1830-030, all members being retired or transferred to the Fleet Reserve must complete a physical examination within six months of the scheduled retirement or Fleet Reserve transfer date. The exam should be scheduled sufficiently in advance of that date to permit correction of any minor physical defects or identify those requiring processing for disability retirement.

Members pending an approved voluntary transfer to the Fleet Reserve are required to execute their orders on that date, unless modified or canceled prior to the date by PERS-82. A Medical Treatment Facility (MTF) recommending delay of transfer to the Fleet Reserve for treatment less than 60 days must advise CHNAVPERS (PERS-82) by

message of recommendation, including diagnosis code for the condition and expected length of delay. MTFs recommending delay of transfer to the Fleet Reserve for treatment greater than 60 days must submit a medical board to the Physical Evaluation Board (PEB) for Disability Evaluation Processing per SECNAVINST 1850.4D. The member's medical condition will have to overcome the Presumption of Fitness rule discussed in SECNAVINST 1850.4D for the PEB to accept the medical board on a member pending transfer to the Fleet Reserve. If appropriate, PERS-82 will modify the retirement/Fleet Reserve date.

Members pending a mandatory retirement are required to transfer to the Fleet Reserve in lieu of separation (e.g. HYT) shall not be delayed, unless the member is either hospitalized or a medical board report has been accepted by the PEB for disability evaluation processing prior to the mandatory retirement date. If delay of mandatory retirement/Fleet Reserve is required based on the above criteria, the commanding officer will advise PERS-82 of the member's situation and request modification of the retirement date.

Medical Liaison for Fleet Reserve/Enlisted Retirements questions should be directed to YNC Barbara Booth, DSN 882-3188, Comm (901) 874-3188, E-mail [p823c3@persnet.navy.mil](mailto:p823c3@persnet.navy.mil).



# BUPERS Access - Now on the Internet and Better than Ever



The new BUPERS Access (BA) Web Site was implemented worldwide on Dec. 15, 1999, and can be accessed via the Navy Personnel Command Home Page at <http://www.bupers.navy.mil>. The new Web Site is a replacement for the former dial-up BA and Interactive Voice Response systems, both forced into retirement by Y2K compliance issues and the need to provide services using current technology.

Improvements to BA are as follows:

- Personal information is protected by Secure Login requirements.
- Encryption/decryption of data passed to and from BA (same used in online banking).
- Virtually unlimited number of users, vice restriction to 16 users at a time.
- Easy to read and find online instructions, and no need to download and store manuals.
- Uses Windows Web-browser.
- For many commands, no more waiting to be tied to the pier or being unable to use from overseas because you don't have 1-800 dialing access. Access is available via the Internet worldwide, on many ships while underway, and by the user at home.

Personal users (Active and TAR Navy) should follow online instructions to set up their account. Your new password must be 8-14 characters and is case sensitive. Do not share accounts! Personnel abusing accounts may be removed and lose access privileges.

Command representatives (CO, OIC, XO, CMC and CCC) have access to officer and enlisted data for their responsible UIC(s). Personnel in the above positions also have personal access by default as stated above. Log onto BA and click on the BUPERS Access Instructions button to view/download instructions for setting up command representative accounts. Command representatives are appointed by the commanding officer or officer in charge. These positions have access to large amounts of personal data and should be assigned with care. Command representatives are reminded that the nature of this information is on a need-to-know basis and is not for liberal discussion.

The BUPERS Access team asks your assistance; if you have ideas of how BA can make your job easier or

keep you better informed, please fill out the "submit feedback" form from the BA Web Site and submit your ideas. You have the opportunity to make a difference. The information you place here will be used to contact and/or assist you. You can also reach us by E-mail at [Helpdesk@persnet.navy.mil](mailto:Helpdesk@persnet.navy.mil), or by phone at DSN 882-4717, Comm (901) 874-4717.

### New BUPERS Access Features

**View-Only JASS** - All active duty enlisted personnel can view jobs that are available in the current requisition, generated every two to three weeks. Sailors can now check jobs via the Internet before seeing their career counselors, but must apply for a specific job through their CCC.

**Advancements** - Command representatives can view the list of all E4 through E6 personnel onboard their command(s) who were selected for advancement. Petty officers can check weekly updates for their advancement results and effective dates.

**Order Status** - Command representatives can view gains and rollers for their UIC(s) and associated information. Individual users can check daily updates to see if their orders have been processed, and get the DTG of the orders message and detach and report no later than dates.

**SRB** - Command representatives can view the last two years of SRB status, amounts and DTGs for personnel in their command(s). Individual members can check daily updates to see if their SRB request was processed; if it was processed, the DTG of the released message is displayed.

**Application Status** - Command representatives can view a list of personnel onboard their UIC(s) whose requests to retire, resign, extend and other applications have been received by NPC and acted upon. Individual users can see the same for themselves.

**Duty Preference** - Command representatives no longer have to submit batches of duty preferences, individual users have the capability to enter their own duty preference. BA provides most of the fill-in information and instructions. Duty preference submissions are processed daily and available to the detailers within 48 hours via their online assignment systems.

**SWAPS** - SWAPS are managed by BA for Sailors wishing to store and/or view swap information of other Sailors. Command representatives cannot enter swaps for other personnel.

**Selection Boards** - Various selection board results will be made available to flag officers, COs, OICs, XOs and CMCs as appropriate, 48 hours prior to public release for the UIC(s) they have responsibility for.

# CTT and EW Ratings Set to Merge

New intelligence gathering technology is bringing the EW and CT ratings together, allowing the Navy to do more at sea and ashore.

NAVADMIN 045/00 announces the merger of these two ratings, affecting approximately 1,800 EWs and 1,200 CTTs.

A review of the occupational standards of the CTT and EW ratings revealed many similarities of core skills between the two ratings.

The merger of the CTT and EW ratings will give future CTTs the opportunity to perform all aspects of electronic warfare and electronic intelligence on board fleet units and numerous shore stations.

“The new technology used for intelligence gathering will provide a broader range of opportunities for the

EW and CTT ratings,” said Vice Adm. Norb Ryan Jr., Chief of Naval Personnel. “The new rating will also have a more equitable sea/shore rotation due to increased sea duty billets for CTTs and provide quality in-rate shore duty for EWs.”

The merger was approved by the Secretary of the Navy with a target implementation date of Oct. 1, 2003.

The post-merger CTT rating will keep the current CTT rating badge. EWs will have their official records changed and assume new rating badges Oct. 1, 2003.

For more information, see the NAVADMIN 045/00 on the BUPERS Web Site at <http://www.bupers.navy.mil>.

*CNP Public Affairs*

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# CMC's Corner - Commands are Cornerstone of Fleet Retention

Hello from Millington, Tenn., the Navy's best-kept secret. I'm GMCM(SW) Harry Kantrovich, and I'm fortunate enough to have assumed the duties as the Command Master Chief of Navy Personnel Command from Master Chief Rich Bryan, who is retiring after a successful 30-year naval career.

A successful 30-year career, what a wonderful way to segue into the theme of this issue of *LINK*... Retention. When I was a young Sailor I used to hear all of the “old salts” speak of a 20-or 30-year career. Being called a “lifer” was a compliment. Now I hear “I want to complete my tour and go home.” Why is that? As VADM Ryan so appropriately states, “we are in a war for our people.” Our Sailors today are smarter, and more technically adept than ever before. The corporations of the world want that knowledge. Why? Because with that knowledge they also inherit a disciplined worker that has also more than likely found him or herself in a leadership role. What a bargain, a worker who is already a trained leader.

Are you asking yourself how can we compete with this? If not, you should be. Retention starts and ends at

the command level. Retention is not just a signed reenlistment contract. Retention starts with your command climate; MWR and Single Sailor programs, sponsor and mentor programs, etc. Retention stems from quality of life.

From the seaman recruit to the CO, you are the cornerstone of retention in today's fleet.

The business of Navy Personnel Command is not retention. It is however, our responsibility to give you the tools to have a successful retention team. What I am asking of you is to utilize the resources that NPC makes available to fleet. After all, if not for the Sailors, we don't have a job.



*GMCM(SW) Harry Kantrovich  
CMC, Navy Personnel Command*

# Aviation Mechanical Community Update

"Time flies when you're having fun." This is especially true when you are getting close to that decision point in your career where you are once again faced with a "Should I stay in or get out?" choice. Take a good hard look at what you have accomplished and what you intend to accomplish in the next three, five, or ten years. A lot has happened in your career and there is more ahead that will put you in a better personal and professional position when you stay Navy and make it your next career move.

Yes, there are lots of opportunities out there in the civilian world and many of us have heard and read about them. Whatever decision you are formulating, make sure that a solid plan (financial, housing, education, medical coverage, etc) is in place before making the big leap into that "greener pasture."

Speaking of career moves, I'm slated to transfer to Pensacola, Fla., this summer and my relief, LCDR Tom McGovern, has taken the helm. A former catapult and arresting gear officer onboard USS CONSTELLATION (CV 64), he reports to us from VP-1 in NAS Whidbey Island, Wash. His assistant, AFCEM(AW) Jesse Lynch, has also reported aboard.

The AMH/AMS merger has been approved by SECNAV and a target implementation date of March 1, 2001 has been set, which will ensure that the last exams for this cycle (active and reserve E7) have been completed. In the big scheme of things, this merger will just be a formality since our "metalsmiths" have effectively been working as one rating for awhile.

**Selective Reenlistment Bonus (SRB).** Just in case you have missed NAVADMIN 050/00, the following SRB rates now apply:

| Rating | Zone "A" | Zone "B" |
|--------|----------|----------|
| ABE    | 2.5      | 0.0      |
| ABF    | 2.5      | 0.0      |
| AD     | 1.0      | 0.0      |
| AME    | 3.5      | 1.0      |
| AMH    | 3.0      | 1.0      |
| AMS    | 3.0      | 1.0      |
| AO     | 3.0      | 1.0      |
| PR     | 2.0      | 1.0      |

The SRB Program is constantly tracked for effectiveness and necessary corrections will be promulgated on the next SRB review.

**Attention strikers!** The ABE, AO, AME, and PR Ratings offer

challenge, excitement, great advancement opportunity, and attractive retention incentives. Talk to your career counselors about being a member of the naval aviation community and inquire about "A" school availability. Advancement opportunity trends to E4 are below:

| Rating | Sep 99 | Mar 99 | Sep 98 |
|--------|--------|--------|--------|
| ABE    | 100%   | 100%   | 92%    |
| AO     | 48%    | 45%    | 39%    |
| AME    | 100%   | 100%   | 100%   |
| PR     | 100%   | 100%   | 81%    |

Please do not hesitate to call or e-mail if you have any questions.

*CDR Rick Sadsad  
Head ECM  
N132D*

## Surface Main Propulsion

**Advancements.** The Navy's downsizing is over, which means that Navy-wide advancements are on an upward trend. Engineering main propulsion advancements are generally moving up too, particularly in the MM rating. Keep up the studying and your time will come. As you probably know, PARS are no longer required for advancement.

**Selective Reenlistment Bonuses (SRB).** Several main propulsion rates and NECs have starting receiving SRB or have seen an increase in the last year. There is a finite amount of funds available for Navy-wide SRB, but we will continue to look at SRB for those rates or NECs that are undermanned.

**Special Duty Assignment Pay (SDAP).** Main propulsion rates

received two SDAP increases (GS-4206 and EN-4206) and one start up (MM-4503) in the February 2000 SDAP update. Just like SRB, there is a limited SDAP budget, but we'll continue to look at SDAP for Sailors in billets that are difficult to man and particularly arduous in nature.

**High Year Tenures (HYT).** HYT for E4s has been increased from 10 to 12 years. HYT extension requests for senior personnel are reviewed closely for their impact on advancement, so keep in mind that requesting Type 2 and 4 sea duty is your best chance of getting a HYT extension approved.

*GSCS(SW) Antone Stanek  
Surface Main Propulsion Technical Advisor  
N132D3A*

# Hull, Mechanical and Electrical: Advancements are Going Up

Now that the downsizing is over, it is time for the Navy to focus on retention. What can the Navy do to keep you in? How about better advancement numbers and selective reenlistment bonuses (SRB)?

Advancement numbers for each rate are computed by comparing the number of authorized billets for the next year with the number of Sailors projected to remain in the rate. We then advance to fill vacancies. Because we are no longer losing a large number of billets each year, advancements for most hull, mechanical and electrical rates are on the rise. For proof, take a look at the advancement percentages from recent advancement cycles in the adjoining table.

We project that first class advancement numbers for most HM&E ratings will continue to grow, so keep studying! Also, check out the March 2000 SRB message – there have been SRB starts and increases for several rates and NECs. We'll continue to review SRB rates each cycle and submit requests as manning requires. Finally, the HT NEC 4946 is now receiving SDAP, if you are certified and working in an authorized billet.

From mountain biking in the United Arab Emirates to canoeing in Australia the adventure is there if you look for it. The Navy is your free ride there.

*HTCM(SW/AW) K. A. Hansen  
Hull, Mechanical and Electrical Technical Advisor  
N132D4A*

### Hull, Mechanical and Electrical Advancement Rates

| <u>Rate</u> | <u>Sep 98</u> | <u>Mar 99</u> | <u>Sep 99</u> |
|-------------|---------------|---------------|---------------|
| DC3         | 91.83%        | 100%          | 100%          |
| DC2         | 45.63%        | 33.41%        | 40.17%        |
| DC1         | 36.25%        | 15.12%        | 8.14%         |
| EM3         | 40.09%        | 54.23%        | 100%          |
| EM2         | 5.77%         | 1.57%         | 28.20%        |
| EM1         | 4.95%         | 1.50%         | 13.56%        |
| HT3         | 62.20%        | 100%          | 100%          |
| HT2         | 14.21%        | 5.63%         | 35.87%        |
| HT1         | 0.12%         | 0.52%         | 1.92%         |
| IC3         | 100%          | 100%          | 100%          |
| IC2         | 12.64%        | 8.13%         | 16.52%        |
| IC1         | 0.12%         | 3.64%         | 10.74%        |
| MR3         | 35.79%        | 100%          | 100%          |
| MR2         | 7.87%         | 4%            | 44.21%        |
| MR1         | 0.34%         | 0.39%         | 2.26%         |

## CTA - Looking Forward to Transition

With summer in full swing, it's time once again to congratulate all those personnel selected for advancement. New "crows," new "anchors," new responsibilities! Well done to all.

It has been quite an eventful six months since the turn of the century. It is with great admiration for the leadership of this community that I discuss some of the exciting developments that we have been working on. A very successful working group met last May at NTTC Pensacola, Fla. A culmination of months of research and planning, the group tackled some very difficult issues. The results will have widespread influence on how the

CTA will accomplish administrative tasks in the future. Understanding that the traditional role of administrators has not changed dramatically in the past, it's anticipated that requirements will not change dramatically in the future. It's how particular tasks are accomplished that is at the forefront of the CTA transition.

A complete review of skills sets, occupational standards, billet requirements and training options were the major areas that were addressed. Standardizing procedures, establishing relational data bases and

*Continued on next page*



# CTO - The CTN Merger Strategy

I'd like to congratulate all of you who were advanced as a result of how well you did on the March exam. Well done! For those of you who passed but didn't advance, hang in there. Advancement numbers for the near term continue to look good. Your time will come.

I wanted to take this opportunity to give you an update and tell you a little about the process of merging the CTO and CTM ratings. In January COMNAVSECGRU chaired a working group that chartered future working groups to address several key components of the merger. Outlined below are those working groups along with areas they will be addressing.

CTN Billet Structure Working Group: Develop a proposed billet structure and career path for the CTN rating to specifically address the following:

- Site billet models, sea billets.
- Billet availability/distribution.
- Apprentice ("A" grad) billets.
- Equitable advancement and promotion opportunities.

- Conversion opportunities.

CTN Transition Working Group: This group will provide the following to affect the CTN rating merger:

- POA&M for rating establishment, advancement-in-rate, and MOS transition for Marines.
- Support to the billet structure.
- Options for maintenance IAW billet structure.
- Opportunity for initial conversion to CTN rating.
- Potential for enlistment bonuses.
- Recommend obligation for enlistment, color perception.
- Identify Reserve manning plans and transition POA&M.
- Recommendation for completing general maintenance duties.
- Investigate instituting an entrance aptitude test.

CTN Requirements Working Group: The CTN Requirements Working Group will, through the combined efforts of three sub-working groups, (maintenance, communications/IT, and CNE/D/A:

- Unique mission capabilities of CTN personnel.
- Types and numbers of maintenance and communications requirements, and personnel.
- Requirements for the growth of the CNE/D/A missions.
- Billet numbers by site for CTN personnel to satisfy all requirements at rating stand-up.
- Validate skill sets for all CTNs, including current OCCSTDS and CNE/D/A training standards.

CTN Training Working Group: This group will identify training plans and processes to ensure the professional effectiveness of the rating, to include specifically:

- Training task analysis, course standards, and student throughput.
- Delta training.
- Pipeline requirements.
- CTN 'A' School, CNE/CND School and CNE/CND Master School syllabus strawman.
- Instructor sources and selection criteria.
- Training locations, cost projections and plans for training staffing purposes.

As you can see, there are a virtual plethora of things to consider to ensure a successful merger. Our most important consideration throughout this whole process is you and your career! We plan on having all of the working groups complete their work by December 2000. I'll ensure that you are apprised of developments as they occur. Keep charging and don't hesitate to give me a call or E-mail anytime.

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### *CTA - Looking Forward, Continued from previous page*

making information available to customers on demand, utilizing the Internet to meet knowledge sharing objectives are just a few of the vast applications of technology that we are exploring. Proficiency in software applications is important, but not the end withal our transition.

The CTA will have a clear understanding of the functionality from the server to the Desktop and possess the ability to provide customers with solutions. We'll

continue to develop innovative ideas and use technology to meet our administrative requirements.

I continue to receive great feedback and suggestions. Please continue to keep me apprised of what's on your mind...I truly enjoy hearing from my Shipmates. Until next time, keep charging!

CTACM(SW) B.J. Devlin  
CTA Technical Advisor  
N132D8A

CTOCM(AW/NAC) Steve Jewell  
CTO Technical Advisor  
N132D8D

# CTT / EW - Training and Merger Updates

Within the ratings today, we have developed the training needed to meet changing requirements. We have to stay on top of the game to provide the required support to the fleet and national level agencies. If you fulfill all the prerequisites, training that is available within the CTT and EW communities are the EW Advanced Applications School, AN/SLQ-32(V) and AN/WLR-1H Maintenance, National OPELINT, Intermediate Technical ELINT, and very soon Advance Technical ELINT. These schools provide us with our pool of technical talent for EW and ELINT. There are also fleet schools held at the Fleet Combat Training Centers (FCTC) at San Diego and Dam Neck, Va., that you can attend. These schools include threat recognition, EW journeyman operations, EW module manager and EW officer (for senior enlisted) courses. Within your career you may also attend instructor schools, aircrew and submarine, and direct support training.

One of the most challenging programs we have is MESAP (Military ELINT Signals Analyst Program). This program challenges those who are selected into the program to three years of intense training and job exposure with a follow-on tour in a technical ELINT billet using the valuable training provided in the program. Most of the training mentioned above is open now to both communities. Remember the training is out there and available, but you must meet the prerequisites. It is up to you to request it, so if it's not available now, keep trying.

**Merger update.** The merger of the CTT and EW ratings is on track. The final approval of the merger by SECNAV was announced in NAVADMIN 045/00. A follow-up to that message from CNSG (DTG: 241543Z MAR 00) addressed the EW-CTT merger security clearance requirements. If you have not seen these messages, you need to. Important information about the merger and for submitting for clearances is contained in them. Give us a call if you can't get these messages.

The initial merger team meeting (April 4-6, 2000) was a great success with many key issues

being forwarded with recommendations to the appropriate action attendees. The highlights of the meeting recommended the new CTT rating to continue maintenance of the AN/SLQ-32 for its life cycle. Who will perform maintenance on the AN/SLY-2 will be determined after a more refined number on maintenance man-hours is gathered. The OCCSTDs are being consolidated for review by the merger team, along with a drafted end-to-end career path that will include sea/shore rotation, advanced training,

*Continued on next page*

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## CTR - Instructor Duty

Are you looking for a challenging job for your next assignment? Ever wonder how you can use your fleet experience to contribute to the education of Sailors in the training pipeline? If you're highly motivated, within physical readiness standards and due shore duty; then a tour as an instructor may be the ticket for you. Instructor duty is self-rewarding and career enhancing, and allows you the opportunity to attain the Master Training Specialist designation.

Over the last few months, I have had the opportunity to visit a variety of school commands within the community. I have been very impressed with the professionalism of the staff and quality of instruction that they provide to our Sailors within the CTR rating. Sailors graduating from our "A" and "C" schools have the fundamental skills to excel in whatever mission area

they were trained in. For those of you on afloat units or at field sites, it is important for you to remember that we are not graduating students with eight years of experience. It is imperative that you have a training program in place to build upon the skills that our Sailors were taught in the schoolhouse.

Valid requirements for instructors are available at Corry Station in Pensacola, Fla., Goodfellow AFB, San Angelo, Texas, Fort Huachuca, Ariz., and Winter Harbor, Maine. Additional billets are at the fleet cryptologic readiness groups, afloat training groups, combat training centers as well as at the National Cryptologic School. If you are interested in a rewarding tour contact your detailer.

*CTRCM(SW) Bob Ouellette  
CTR Technical Advisor  
N132D8E*

# TAR Enlisted Community Manager

**TAR conversion.** The TAR community offers many opportunities to continue your naval career. Those interested in conversion to the TAR program should check the NPC Web Site for more information ([www.bupers.navy.mil/codes/pers2/p22news.htm](http://www.bupers.navy.mil/codes/pers2/p22news.htm)). Click on TAR Aviation or Surface. In addition, ENLTRANSMAN Chapter 22 contains specific procedures for submitting your application. Applications are processed by PERS-913 in Millington, Tenn. Questions related to the submission or tracking of an application should be directed to PN1 Glasper or YNCM Johnson at DSN 882-4509/4503, Comm (901) 874-4509/4503.

Please feel free to contact us with any questions related to manning or advancement opportunities in specific rates, or if you experience any difficulties with your package. Those with critical rates or NECs (as defined later in this article) are specifically encouraged to call us when submitting an application so that we can assist you in tracking your package. Whatever your decision is, we wish you the best of luck in your Naval Career!

**Selective Re-enlistment Bonuses (SRB).** ALNAV 271-99 announced SRB eligibility for select TAR ratings and NECs. This is the first time SRB has been available for TARs. Targeted rates are AC, ET, IT and NECs 8226 (Airborne Mine Countermeasures) and 8252 (C-130 Flight Engineer). Award levels are announced in the ALNAV message. In addition, those qualified to train to the 8226 or 8252 NECs may be eligible for SRB under the OBLISERV to train option (in these cases

SRB is guaranteed, but not paid until training is successfully completed.)

**Critical aviation ratings and NECs.** The AC rating is the only TAR aviation rating considered critical at this time. There is also a shortage in the following rates/paygrades: AE3, AME3, AMH3 and AMS3. All aircrewmembers (E4-E5) are strongly encouraged to apply for TAR conversion. Aircrewmembers holding the following NECs are especially needed: 8215, 8226, 8250, 8251, 8252 and 8289. More information with regard to rates, NECs and paygrades is available by contacting the aviation ECM.

**Critical surface ratings and NECs.** The following surface ratings are strongly encouraged to apply for the TAR program: ET1-ET3, IM2-3, HM2 (IDC candidates only), HT2, DK and SK2-3. Other ratings/paygrades will be considered on a case by case basis.

CDR Richey  
TAR Aviation ECM  
N132D11

YNCS(AW) Jenkins  
Asst. TAR Aviation ECM  
N132D11A

### Ratings Currently Needed for the TAR Program Include:



### CTT / EW, Continued from previous page

and EW shore maintenance. Some issues were discussed and required further information prior to a recommendation being made. These items will be reviewed at the next meeting. The plans of action and milestones (POA&M) was reviewed and will be placed on the BUPERS Web Site "Community Managers" section, under EW or CTT ratings.

By the time this article is printed and distributed, things will be well on the road to completion. I want to recommend that you keep in touch via E-mail or visiting the above-mentioned EW or CTT Web Site. We attempt to keep them updated as much as possible and we plan

on attaching any messages regarding the merger on these pages along with new information. We want to hear from anyone that may have questions or concerns. If you do, please contact us via E-mail or phone. Your input may help ensure that the merger goes smoothly.

Keep in mind, we are molding ELINT and EW of the future, you are a critical link in the process. The merger is the only way we will get to where we will need to be to ensure we can meet the requirements ELINT/EW for tomorrow and in the future.

CTTCM(NAC) R. J. Hinkle  
CTT Technical Advisor  
N132D8F

EWCS(SW) Marc Estes  
EW Technical Advisor  
N132D8G

# Submarine Non-Nuclear Community

**SK and AK rating merger and what it means to you.** Per NAVADMIN 023/00 (1015556Z FEB 00), the SK (surface) and AK rating merger has finally been approved. This merger is due to be phased-in over the next three years and will only affect the submarine SK community minimally. The differences will include:

- \* The SK and AK exam will merge (Submarine and surface SKs take the same exam). These "combined" exams with questions on aviation supply are scheduled to begin with the January 2003 CPO exam.

- \* The SK and AK "A" Schools will also merge. This will mean that the curriculum will be adjusted to include some aviation supply topics.

What will remain the same?

- \* Submarine SKs will continue to be accessed separately by CNRC; go to the surface SK "A" school; take the SK rating exam, but advance separately, and be detailed by the submarine SK detailer.

**Assistant Navigator (ANAV) and Acoustic Intelligence (ACINT) Specialist.** For Sailors qualified for and serving as an ANAV or an ACINT Specialist, ensure you are receiving the correct amount of special duty assignment pay (SDAP). As of January 1, ANAV (NEC 14NV) SDAP was increased to \$110 per month, and ACINT (NEC 0416) SDAP was increased to \$275 per month. See NAVADMIN 018/00. These two jobs are challenging, rewarding, and career enhancing specialties which now pay a more money! Talk to your chain of command to see how you can earn these NECs.

**Stay Navy, stay submarines!** If you are doing the right things then you should continue to excel, qualify, learn, train, and take on important responsibilities. Always endeavor to advance through all avenues available to you. The next enlisted paygrade is not the only option. You hold at least some college credits. Apply or start building your package now for officer programs like Officer Candidate School (OCS), Enlisted Commissioning Program (ECP), or the Seaman to Admiral Program to name a few. Young single personnel should seriously consider applying to the U. S. Naval Academy, a program with "seats" set aside for active duty personnel that go unfilled every year!

The road to maintaining a healthy submarine force must be paved with the successful accession of new submariners and great retention. There are many ways

we the submarine force can have a positive influence in both of these areas. The Bluejacket HARP program is a great way to reward our young Sailors. There is no better recruiter than a successful young Sailor who is close in age to a potential recruit. Also, if this Sailor is a submariner, it can only help submarine force accessions.

SRB re-enlistments for the first six months of this year have already exceeded last year's numbers. Although the take rates are higher than in past years, we must maintain these high rates in order to make up for poor retention and low accessions in the late 90s.

Your Submarine ECM Office is here to help maintain and improve the best submarine force in the world. Give us a call or check out our Web Site at <http://www.persnet.navy.mil/pers2/N132D9/index.htm>. Stay Navy, stay informed!

*LCDR Chris Kaiser  
Submarine Non-nuclear ECM  
N132D9*

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## Seabee Community

How's retention? That is one of the first questions I get every where I go. Why is retention so important? Because it is one of the key indicators of a rating's health. Retention trends help drive SRBs, advancement numbers, "A" school accessions and a number of other community management decisions.

How's retention? Actually, very good. Seabee retention has increased over the past year due to decreased E5 SSR, increased SRBs and increased advancements. All of these factors helped convince more Seabees to stay Navy. CNP has reemphasized that retention is important. In a challenging recruiting environment, we must focus on keeping every good Seabee we can. Our message is we want you to stay!

The new GUARD 2000 Program offers increased flexibility for assignment, and waiver of some of the Prescribed Sea Tour (PST) time for first term Sailors. For example: You're a first-term Seabee petty officer in a battalion, with a significant portion of your PST



*Continued on next page*



# Nuclear Community Update

Unlike civilian or non-military government employees, we in the military must grow our own workers and retain a many of them throughout a career of service. There is no lateral transfer from civilian industry into the military's mid-grade or senior level jobs. Thus, if we don't access enough quality recruits in the front end, and don't retain the right group mix throughout a Sailor's career, our community will experience future manning problems.

Our recruits help improve first-term manning, but without sufficient retention, mid-grade and senior manning will become a concern. As the ECM, I analyze various program areas and relate retention to the overall quality of life for the community. One such area for a nuclear-trained Sailor is sea-duty.

For the first time in recent years, nuclear propulsion program

manning supports reducing sea/shore rotation (SSR) for first sea tour nuclear enlisted Sailors, from 60/36 to 54/36. Likewise, the nuclear propulsion program is committed to lowering second sea tour enlisted Sailors' SSRs, intended for implementation in the future, as sea duty manning for mid-grade Sailors continues to improve to levels which will allow SSR reduction. This effort, coming from staffs and chains of command from both fleets, will improve Sailors' quality of life, both at sea and ashore.

The SSR change will be phased in over the next 15 months. Those having PRDs within nine months of the reduced SSR implementation will not be affected. PRDs beyond nine months of implementation will have incremental adjustments made to phase in the SSR reduction. Once the adjustment

is implemented, Sailors can determine their new PRDs from the Enlisted Data Verification Report (EDVR) or by contacting their detailers. PERS-403 will use the PRD detailing window (three months prior to PRD to four months past PRD) to properly manage sea and shore billet relief sequencing.

PERS-403 will continue to offer PST waivers for prototype instructor and tender nuclear billet volunteers. Up to 24 months of a 60-month PST and 18 months of a 54-month PST can be waived for volunteers who qualify for prototype instructor duty. For those with PSTs between 54 and 60 months during the implementation phase of the reduced SSR, the maximum waiver off the PST will be prorated month for month.

PERS-403 will also continue to offer PST waivers for Nuclear Power School (NPS) and Nuclear Field "A" School (NFAS) instructor duty and for Nuclear Field recruiter duty. Up to 12 months of a 60-month PST and six months of a 54-month PST can be waived for volunteers who qualify for NPS or NFAS instructor duty or Nuclear Field recruiter duty. For those with PSTs between 54 and 60 months during the implementation phase, the maximum waiver off the PST will be prorated month for month.

This is great news for the Nuclear Field in a continuing effort to improve the nuclear propulsion program retention and manning posture.

CDR David S. Ratte  
Nuclear Enlisted Program ECM  
N133D

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### *Seabee Community, continued*

already completed. You would like to take orders prior to PRD. Under the new GUARD 2000 program. This doesn't mean that everyone will be offered the chance to move on. Approval is based on: current command manning, relief availability, amount of PST waived, obligation length and billet priority. If you request an easy to fill or low-priority shore billet just to get away from sea, your chances are lower. However, if you consider billets that may be arduous, harder to fill, or challenging, you'll greatly increase your odds. The first step is to contact your CCC and detailer.

If you choose to separate from the Navy, make a wise, informed decision. Look at your options on the outside and weigh them against what the Navy offers. Once you separate, there may not be room to take you back in as a Seabee. Think ahead!

This is my last *LINK* article. It has been a pleasure to serve as your community manager for the last two years. One thing that I know for sure is there is plenty of room in the Navy for good, hard charging Seabees.

CDR Bob Gibbs  
Seabee Enlisted Community Manager  
N132D16

# Enlisted Submarine Pay Program

As the enlisted SUBPAY monitor I'm here to fix problems that members have with their SUBPAY. My phone number and e-mail address are listed in the *LINK* Directory, in the back of this issue.

In this article, as in every issue of *LINK*, I will discuss common problems experienced in the fleet with SUBPAY. I get many calls concerning the SUBPAY of Sailors who are in an other than "for duty" (ACC 100) status. These include limited duty (LIMDU)(ACC 105), awaiting a medical board review (ACC 355), and humanitarian assignment (HUMS) for less than six months (ACC 354).

If one day you find yourself in a LIMDU status, there are specific rules that apply to your situation that you will need to know. If you are eligible for CONSUBPAY at the time you go on LIMDU your CONSUBPAY will continue for six months from the time you transfer from ACC 100. After six months, if you are still on limited duty, your CONSUBPAY will be stopped. The exception to this is in the event you are disqualified from submarine duty your CONSUBPAY will stop effective the date of your disqualification, even if it is within the first six months. If you have previously lost CONSUBPAY eligibility and are drawing OPSUBPAY, you will not receive SUBPAY when you leave ACC 100. If you transfer from a submarine before your PRD for LIMDU, your Submarine Service Entry Date (SSED) can be adjusted for the length of your LIMDU time.

Entry into HUMS and medical board categories is similar to

LIMDU, however, there is no SSED adjustment following time spent in ACC 354 or ACC 355.

Obligated service. Every quarter in *LINK* I mention that sufficient obligated service (OBLISERV) is one of the items required for continued entitlement to CONSUBPAY when not serving onboard a submarine. This is because I receive calls everyday from members whose SUBPAY has stopped because they didn't know that to continue to draw CONSUBPAY, when not assigned to a submarine, 14 months of OBLISERV beyond a non-submarine PRD is required. If you are coming up on shore duty or a tender tour (or any other sea tour that is not on a submarine), and want to maintain your entitlement to CONSUBPAY, ensure that your EAOS as extended takes you 14 months past the PRD that's on your orders to your non-submarine assignment. Calculate it out yourself

before you sign the extension. Many of the cases I see are on Sailors who ostensibly reenlist or extend for CONSUBPAY, only to later discover that their SUBPAY stopped because the time required was miscalculated and is short of 14 months.

New instruction. The latest version of the SUBPAY instruction, SECNAVINST 7220.80E, has been signed by the SECNAV and is available on the BUPERS Web Site. The major change is clarification of ride time accounting procedures for OPSUBPAY and Total Operational Submarine Service (TOSS).

Remember, I'm here to help with your questions and problems concerning your SUBPAY. If you have issues you can't resolve locally give me a call or send me an E-mail and I'll do my best to answer it.

*EMC(SS) Joseph A. Mangin  
Submarine Pay Program Monitor  
N133D3*

## Retention in Action and Career Progression

I'm ETCM(SS) Curt Haggard, the Nuclear ECM's Quality Control Advisor. You can best serve the Navy by moving up the ladder of success as far and as fast as possible. Keep your priorities straight: **"Ship, Shipmate, Self,"** and you'll do well.

I screen most nuclear 1306/7s to ensure that people are placed where most needed. I review re-

quests submitted to PERS-403 by nuclear trained men and women that involve: Assignment as EDMC, COB or CMC; duty on the submarine NR-1; assignment to Nuclear Instructor Duty; changes in PRD; transfer to tender duty; transfer to the Fleet Reserve or retired list.

For the "new Nucs," you need to do well in NNPTC and NPTU.

*Continued on next page*

# New Opportunities are Everywhere

When the economy is booming, career opportunities abound. This affects the Seabees and SpecWar/SpecOps personnel in a major way as industry looks for talented personnel to respond to society's needs. Many of you have skills that are in high demand in construction and diving industries. However, when the economy slows again, as history has repeatedly shown, where will your career be? A naval career may not be right for everyone, but anyone considering separating should research their career options, both inside and outside the Navy, before making a decision. I continually hear stories of members who regret separating and now may not be allowed to return because of high manning levels in their rating. Don't find yourself in that situation.

Financial planners get investors to identify goals prior to charging into an investment. Having a goal in mind helps determine whether the investment vehicle is right for you. The same is true for your career. Once you have your goal identified, what career path is needed to reach that goal?

I believe the Navy has a career path to reach most goals. The opportunities for leadership, training, education, and a challenging/rewarding job are available in this career path. Before deciding to separate, be sure this seemingly promising civilian job is right for you and

your career goal. Don't just focus on salaries or wages. Careers mean more than money.

The bottom line is that the Navy wants and needs your talents. Our chain of command depends on building leaders with the skills to carry out our missions and train our new recruits. If you would like a rewarding career, stay with us. With SRBs, pay increases and retirement pay, a naval career can be very competitive with many civilian jobs, but very few civilian jobs can compare to the leadership opportunities found with us. For those who have decided to stay for a career, here's my pitch for you to plan your career. Don't just look one tour out, but plot your whole career and match it up with other important life events such as children and schools.

For those of you not sure about a career, do at least one thing. Before deciding to separate, consult with others in your chain of command. You may find some that have tried the "outside" world for a while and can give you a new perspective. Contact your detailer. (OK, two things). Maybe that next tour is what you need to firmly decide on the right path for your career. Whatever you decide to do, do it well!

*LCDR John Heckmann, CEC, USN  
Branch Head  
PERS-401*

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### *Retention in Action, continued*

Then, get to sea and get on the watchbill. Don't leave sea duty without earning your warfare specialty pin and for the "hot runners," finishing your EWS/PPWS qualifications. Then, return to NPTU or NNPTC to train the next generation of Sailors.

You "mid-career professionals" should pick up a major department collateral duty, and get on the EWS/EDPO watchbill as much as possible. When I screen your 1306/7, I consider your recent evaluations and qualifications. They will be the key elements in determining your future.

For the "old salts," I offer this advice: Take care of your shipmates. Take an interest in everyone. Personal involvement is the key to success. You know the rest.

**Retention information – three Internet links.**  
BUPERS Access (<http://www.bupersaccess.navy.mil/>

[default.htm](#)) enables personnel to access a lot of of their personal career information from around the globe and around the clock.

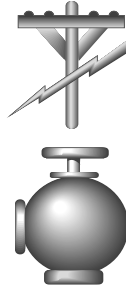
NETPDTC (<http://www.cnet.navy.mil/netpdtc/index.html>) is the site for the Professional Development & Technology Center at the Naval Education & Training Command. You'll find exams, advancement handbooks, and the new Navy College Program here.

PSMC (<http://www.navypsmc.com/>) is the Personal Statement of Military Compensation. You should take a paycheck snapshot by accessing this link when new pay tables become available and whenever your personal status changes.

*ETCM(SS) Curt Haggard  
Nuclear Quality Control Advisor  
N133D2*

## CE/UT - Get Training En Route

Things are looking pretty good for the Seabee community. We currently have SRBs for all of the ratings in Zones A and B ranging from .5 up to 2.5. If you qualify and you're within a year of your EAOS, get with your career counselor. Another incentive to stay in could be getting a "C" school en route to your next assignment. A "C" school could help you be better prepared to take the advancement exam and increase your capabilities in your rating. Ask your detailer about going to "C" school. When you apply on JASS for a billet and it doesn't have a "C" school NEC attached to it, request the school from your detailer. If a class, seat, and funds are available, we will send you. What are the requirements you must meet, before being considered for "C" school en route training?



- Be an E5 or above for most "C" schools.
- Have no court martial and not more than one non-judicial punishment during the 18 months preceding assignment to school.
- Be willing to OBLISERV. Active OBLISERV for "C" schools is computed from the class convening date and must be incurred prior to transfer to the school by executing an extension agreement.

Total obligated service required depends on the length of the course:

| <u>Course length</u>          | <u>OBLISERV</u> |
|-------------------------------|-----------------|
| 1-3 weeks                     | 6 months        |
| 4-6 weeks                     | 12 months       |
| 7-8 weeks                     | 18 months       |
| 9-10 weeks                    | 20 months       |
| 11-12 weeks                   | 22 months       |
| 13-14 weeks (avg. "C" school) | 24 months       |
| 15-22 weeks                   | 30 months       |
| 23-30 weeks                   | 36 months       |
| 31-38 weeks                   | 42 months       |
| 39-46 weeks                   | 48 months       |
| 47-52 weeks                   | 54 months       |
| 53-60 weeks                   | 60 months       |

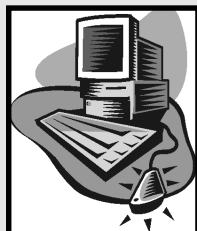
These are just a few of the options you have to choose from, when you're deciding to "re-up." For more information see ENLTRANSMAN Chapter 7. It's your career, so take charge of it, and have a great Seabee day.

*UTC(SCW) Joyce Williams  
CE/UT/MUSE E6 and Below Detailer  
PERS-401CD1A*

### BUPERS Access On the Web, Better Than Ever!

Did you know that you can submit duty preferences online and view jobs available in JASS via the Internet? You can also check status of your orders, selection boards, special requests, SWAPs, advancements and much more.

Visit BUPERS Access today on the NPC Web Site, at <http://www.bupers.navy.mil>. Select the "BUPERS Access" button from the menu.



## New E7 Seabee Detailer On Board

I am the new guy on the block, SWCS(SCW) David Young. I recently relieved EOCS(SCW) David Cason as the E7 assignment detailer. I would like to wish him and his wife Teresa the best as they begin retirement life and move on to a new career.

After being onboard for such a short period, I feel this will be a very challenging job, but also very rewarding. I am looking forward to working with all current and future chiefs, and strongly encourage you to contact me anytime by phone or E-mail.

*SWCS(SCW) David Young  
Seabee E7 Detailer  
PERS-401CC1*



# BU/SW/EA - Think Before You Get Out

Greetings to all from the BU/SW/EA E6 and below detailers. Within the past few months, the Charlie Company detailers have fielded a lot of calls from Seabees who had decided to separate at their EAOS. After seeing what was available on the local economy and working for awhile on the outside, they decided they wanted to come back into the community.

Before you separate and decide that what you are doing is not working and want to come back, refer to ENLTRANSMAN 3.066, which talks about broken service. "Personnel separated from the Naval Service while serving on sea duty and returned to active duty within 90 days or within six months of separation, if assigned RE-R1 reenlistment



code, will be assigned as follows: up to six months remaining on PST (Prescribed Sea Tour), assigned to shore duty; seven months or more remaining on PST, assigned to sea duty for a period of two years or the completion of PST, whichever is greater.

For personnel serving ashore and electing to be separated from active duty in lieu of reenlisting on board his/her current duty station, the shore tour will be considered completed regardless of the amount of time which would have been

remaining on his/her PST had he/she elected to re-enlist onboard. In the event such an individual later re-enlists he/she will normally be assigned sea duty."

This means that if you separate on or at the end of a sea tour, you could be assigned shore duty if you decide to return. If you are considering separation, study your options well. Re-entering the Navy is not a sure thing. If your rating is overmanned, you may not be allowed to come back. If you do decide to separate, good luck to you in the future.

*BUC(SCW) Kane  
BU/SW/EA E6 and Below Detailer  
PERS-401CE1A*

# CM/EO/UCT - The Facts on Split Tours

Are you bored at your current command and feel like you have done all you can to further your career? Maybe a split tour is what you need to jump-start your career and get you moving toward a more rewarding and challenging job.

Split tours allow a service member the opportunity to transfer from one command to another prior to reaching their prescribed sea tour. They are defined as a permanent change of station assignment between two activities in the same geographic location during a sea or shore tour of at least 49 months. Certain eligibility requirements must be met to perform a split tour:

- ✓ Member must have served at least 24 months at the current activity.
- ✓ Provide at least 24 months service at new activity.
- ✓ Overall evaluation of no lower than 3.6 for past 24 months.
- ✓ No mark below 3.6 in the past 24 months.
- ✓ Have a clear record, no NJP during past 24 months.

- ✓ Recommended for retention and advancement.

For most, split tours can only be done at no cost to the government. However, a new pilot program is being started for first-termers which will allow some people to take advantage of a funded split tour. This will remove the necessity of staying in the same geographical area. Contact your detailer for information on this program.

Command approval of a split tour is not a guarantee your request will be approved by NAVPERSCOM. Favorable consideration of a split tour is contingent upon the manning level at your current command and the command you desire. Eligible personnel should submit a NAVPERS 1306/7 requesting a split tour to their detailer. Approved requests will be effected five to seven months after receipt of request in order to program a relief. If this seems like the change your career needs, talk to your command career counselor and detailer.

*CMC(SCW) Avery  
CM/EO/UCT E6 and Below Detailer  
PERS-401CF*

# It Pays to \$tay Navy as a Fleet Diver



The retention measures and recruiting efforts that we have instituted are paying big dividends. Second

Class and First Class Diver Courses are filling to capacity and we have people standing by to get classed up. Some of the incentives which have led to this phenomenon are: Navy divers receive two points towards advancement up to E6, which in today's competitive environment is a real advantage. Special pays include dive pay (which recently went up \$40.00 across the board); special duty assignment pay for specific UICs (which are increasing in number every year); chamber pay (specific billets); and SRBs which now have a cap of \$45,000.

The Diving Salvage Warfare Specialist qualification (DSWS) has been established (OPNAVINST 1414.3). As Navy divers, we work in the submarine, surface and air communities doing everything from salvage to ships husbandry and training. EOD and SPECWAR billets give us the chance to become the "resident experts" on diving equipment specialized for their communities and not normally seen by fleet divers, and assisting those communities in their operation. We have consistently met these challenges and excelled. No other special program offers the diversity of assignments that Navy diving does. The incentives offered to Navy divers are earned every day by hard working divers around the world and given because, if it were easy,

everyone would do it. There are always plenty of opportunities in the diving Navy for hard chargers who are willing to go that extra mile.

As this is my last *LINK* article I would like to say thanks to all of you (well, almost all) who have made this tour as rewarding as any I

have had. It was a pleasure to have been your detailer. Stay wet, dive safe and *hoo-yah deep sea!*

*BMCM(SW/MDV) Barry Burgess  
Fleet Diver Detailer  
PERS-401DC*

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## SEAL - Chiefs and Retention

As we progress into the new millennium, our focus is always on operational commitments and running and gunning. As members of the goat locker, we hone our junior team members' skills in the art of SEAL warfare, as it should be. In doing so we ensure we have men capable to perform the tasks placed on operational platoons.

Where we have fallen short in our job as senior enlisted is in not always giving sound advice to our troops in planning their careers in our community. As an example of a well-guided career, let's take an E5 that's been turning and burning for five years at a SEAL command. He is listed in the PRD roller list and is in his window to be transferred.

Being a squared away LCPO, his chief knows that diversity is the key to making a well-rounded operator. How about that young, hard-charging E5 heading over to BUD/S for an instructor tour? All members with orders to BUD/S should make sure they get their Master Training Specialist qualification. By the time that E5 is ready to



roll out of BUD/S, he's probably put on first class. It's time for him to go back to a Team and

knock out that LPO slot. The training phase LCPO calls around to the Team CMC's to find out which Team needs a squared away first class, hungry for an LPO slot. Once that first class has completed a deployment as platoon LPO, the Team may shift him to a training cell, teaching the craft and studying hard for chief.

As a chief, his next job will be LCPO of a platoon and so on. A major problem we are having with retention is that we are not giving our teammates a clear focus on how to progress with their careers. As the senior enlisted in our community it is our responsibility to look out for the troops, and looking out for the men is not just making them ready for war, but also giving them guidance to progress up the chain to take over our jobs.

*ITCM(SEAL) Jim Madison  
SEAL Detailer  
PERS-401DE*

# EOD - The Decision to Stay or Go

The civilian economy is rapidly hiring people with military experience. Unemployment is at an all time low. Deployment schedules are intense. "Why should I stay in?" If you have asked that question recently and you are unsure of the answers, allow me to enlighten you with some examples I've dealt with as the EOD detailee.

As of April 2000, EOD retention has increased noticeably. I believe this is due to the hard work and career assistance that all CMCs have been providing to their command personnel. Jump qualified EOD technicians are earning additional monthly pay. More opportunities are opening up for training courses, language billets, and flexible rotations for duty. SRB levels are impressive. Both groups have in-service recruiters coming on line by July 2000. Your group CMCs are making your concerns known to the commodores. So why are an average of 10-14 EOD technicians that have between 8-12 years of service leaving the Navy when they are first class petty officers or chiefs?

The grass is always greener. If you don't believe me, call the Senior Enlisted Advisors at EODMU 7 or EODMU 17 and ask how many reservists have come back on active duty after working in this 'booming' civilian economy for a few years. I have asked each of these reservists why they're returning and the number one answer is *no variety in civilian jobs!* Many of them are amazed at the professional and personal opportunities EOD commands offer. Former EOD technicians returning to active duty have told me that their promised \$60K a year job was really \$40K a year with limited advancement, a tight step and grade system, and either frequent travel to non-exotic locations, or no travel at all. Can you believe that none of these now-activated and returning technicians weren't allowed the daily physical training regimen all EOD technicians enjoy?

What was the overriding factor in their decisions to return from where they left for a better life/job? – the continual feeling of *unfinished business!* They had not worked overseas, advanced to the desired level, etc. They did not realize what a benefit that 50 percent retirement check was until they were working two jobs to maintain status quo with their income and desires, and didn't want to wait until age 65 to draw a check.

In short, they were not having any fun. Fun – what an outdated concept in today's instant access/make

money for success society. How can someone expect to have fun and earn a living? My first detachment OIC told me he was taught three things that every leader in the Navy should do.

First, lead your people (and that means from the front, taking the responsibility and accountability hand-in-hand daily); second, manage your assets (people first, equipment/budget second), and finally, have fun. His chief told him that when it was not fun anymore, it was time to leave. Just make sure you are not having fun due to a situation from which you have no control over to change.

Don't leave the Navy because you think it will be better elsewhere. Make sure you get a guarantee from that civilian employer (which sounds like warranty – ever have any problems with those?) with those stellar job offers you have been promised – and they come in written contracts, kind of like the one you sign when you reenlist. I know that Sailors deserve more base pay, allowances, and incentives. I also know that things are getting better. I have never suffered from boredom and the Navy has always offered outside education opportunities. Don't make a quick decision based on recent advancement lists or officer selection boards. Make sure there is nothing left for you to do and all business is concluded – or you will regret it later. How many times have you met a veteran that "Regrets not doing 20," who "Couldn't see the benefit then, but does now"?

What separates the Navy Lifer from the Navy Careerist? I have been told it is more than the 25 percent retirement pay difference between 20- and 30-year Sailors. You all have choices and variety within the EOD community, and you need to think long and hard before "jumping ship."

Thanks to all the CMCs and CCCs out there. I can not name one technician that has failed to take a hard-fill billet. Many of you are stepping up to the challenge and it is appreciated. Congratulations to all the new senior and master chiefs. They just made room for everyone else to excel and be advanced.



GMCM (EOD) Robert Dawkins  
EOD Detailee  
PERS-401DF

# Incentives for the Special Warfare Combatant Craft Program

Contemplating whether to stay Navy? There are many factors that may affect your decision. Remember to compare all things that make a Navy career satisfying to any civilian job you may be considering. There's much more to a rewarding career than a higher salary.

The Navy has taken several steps to make a career in SWCC more rewarding. Below are some programs that may help you to decide. Personnel who are SWCC and those wishing to attend SWCC School should look into these programs. See your command career counselor for additional details or clarification on any of these programs.

### **Selective Conversion and Reenlistment (SCORE) Program.**

- Reference: MILPERSMAN 1160-090
- Reenlist for SWCC training

- Advancement to E4 or E5
- Selective Reenlistment Bonus.

### **Selective Training and Reenlistment (STAR) Program.**

- Reference: MILPERSMAN 1160-100
- First-term personnel
- Reenlist for SWCC training
- Advancement to E4 or E5
- Selective Reenlistment Bonus.

### **Selective Reenlistment Bonus (SRB).**

- Reference: NAVADMIN 050/00(NEC-DV535x)
- Zone A 2.0, Zone B 2.0, Zone C 1.0.

*ENCS(SW/CC) Jim Ferens  
SWCC Detailer  
PERS-401DI*



*Special Warfare Combat Crewmen (SWCC) listen to a mission brief prior to participating in a training exercise in the bayou areas near Stennis, Miss. U.S. Navy photo by JO1 Robert Benson.*

## EM - What's in it for Me?

Greetings to all sparktricians and globe-carrying Sailors of the fleet! I would like to open this article with a "Fair Winds and Following Seas" to EMCS(SW) Richardson. He has served the fleet as the EM E6 detailer, as well as being a fountain of knowledge for the other EM detailers! As he readies himself to attend the Senior Enlisted Academy en-route to USS PAUL FOSTER (DD 964), we wish him and his family the best of luck! To the Sailors on board PAUL FOSTER, stand by for excellence!

This month we take time to check out the one burning question on every Sailor's mind: What's in it for me to stay in the Navy? Answer: *A lot!* But, before we talk about the goodies, let's start with the most critical step in any reenlistment – preparation! Your reenlistment depends heavily upon you. I have received many phone calls asking for a reenlistment incentive, and then receive a frustrated sigh from the member when they are told that they are not eligible. Pull out the ENLTRANSMAN and review its contents. Another publication that you should be familiar with is the MILPERSMAN. Many of the special programs and their qualification requirements are listed within its seldom-viewed pages, and both are available on CD-ROM or on most local computer networks.

Now, on to the good stuff. There is currently no Selective Reenlistment Bonus (SRB) for the EM rating, so keep your eyes on the NAVADMINs for developments in this area. One very important money issue that has swung our way is the reinstatement of the 50 percent retirement for 20 years of service. For those of us a little further from that date, we look at the reenlistment programs that are offered such as STAR (Selective Training And Reenlistment) and the new GUARD 2000 (G2K) program announced in NAVADMIN 093/00. For those that want to try something new, SCORE (Selective Conversion and Reenlistment) might offer a method to meet your desires.

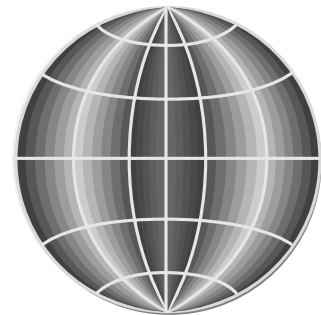
For those who don't want to permanently change rates, look into Shore Special Programs billets such as recruiting, recruit division commander, and instructor duty. Others are outlined in ENLTRANSMAN Chapter 9. There are approximately 65 different special programs to choose from. Check which special program you want, and see if you qualify. A big plus that comes

with some special programs is the special pay associated with them. Recruiting, for example, has incentives that add up to \$13,500 (not bad, huh?). For more specific information, see your command career counselor.

Finally, I want to step up on my soapbox for a sentence or two. As I walk around the halls of NPC and look at the photographs of our Navy's history both in war and peace, the words of one of our own is driven home when I reflect upon my time in the Navy - "*Any man who may be asked in this century what he did to make his life worthwhile, I think he can respond with a good deal of pride and satisfaction...I served in the United States Navy.*" My most rewarding moment in the Navy was not a \$20,000 SRB, promotion to first class petty officer or writing five new contracts on recruiting duty in one month, but hearing the words spoken by the mother of a child that was rescued during Operation Eastern Exit. She told me, "Thank you for my child's smile." We *do* make a difference.

Shipmates, +/- .2 HZ, +/-5% voltage, 5 'til 12, keep the lights on safely and above all, good luck out there!

EM1(SW) Mitchell  
EM E1-E4 Detailer  
PERS-402CD3



**Navy  
College  
Program  
Online**



<http://www.navycollege.navy.mil>



# MM - Advancements on Upswing

Hello Shipmates! I would like to start out by congratulating all of the recently selected senior and master chiefs. Bravo Zulu to all!

Upward mobility in the machinist's mate community is getting easier and easier, and our advancement quotas directly reflect this. MMCM quotas increased from 16 in FY00 to 33 in FY01. MMCS quotas increased from 46 to 61 during the same period. MMC quotas more than doubled, from 71 in FY99 to 167 in FY00. During the last two advancement cycles, we advanced 227 Sailors to MM1, 306 to MM2, and 998 MM3, totaling over 1,500 MMs being advanced within the last year.

Along with an increasing number of advancements, we also have seen the SRB come back. To find out the eligibility requirements, contact your command career counselor or call your detailer. GUARD 2000 (G2K) now gives everyone involved a greater range of flexibility in determining their next assignment and is a valuable reenlistment incentive. Make sure you contact your CCC or your detailer for the details. We will do everything possible to say "yes" to your request.

The majority of MM billets require an NEC, which will get you a specialized technical skill. Upon acceptance of orders requiring an NEC, you will receive your training en route to your next assignment. If you hold more than one NEC, your ship or unit will get charged

with both, which benefits their manning. Keep that in mind when deciding on a "C" school.

Duty locations for MMs remain quite diversified, with billets in Japan, Italy, Iceland, and Puerto Rico, just to name a few. San Diego and Norfolk, Va., remain the highest concentration areas, followed by Great Lakes and Puget Sound, Wash. There is no better time than now to get out and see the world while proudly serving your country. When negotiating for your next set of orders, let your detailer know what areas of the world you want to see.

All personnel should utilize JASS when negotiating for orders. We realize that sometimes it isn't practical, so we still welcome phone calls and E-mail. If you can't reach your detailer directly by phone, please leave a message with your name, SSN, a phone number and a brief description of what you are looking for. If contacting the detailer by E-mail, please include your SSN and a brief description of what you are looking for. They will return your call or E-mail within two working days. We look forward to helping everyone get what you are looking for, as long as a valid billet exists. Good luck out there!

*MMC(SW) Sinn  
MM E1-E4 Pacific Detailer  
PERS-402CF2*

# GS - Maintaining Your Navy Career

Where do you want to be in five to ten years? Since the billet you choose now will help determine your career path and what your paygrade will be, set yourself up to succeed.

The GS rating is in need of well-trained, motivated, and knowledgeable gas turbine engineers to lead us into the future. The following are a few choices that the GS detailing staff wants you to consider while you and your command career counselor are discussing your best options for your career path.

If you are up for shore duty orders, try to steer clear of non-career enhancing billets. While they may be nice and relaxing, they are not always the best career choice. Apply for high-priority billets such as recruiting, instructor duty in Great Lakes (NTC or RTC), recruit division commander, or a challenging in-rate billet. A "C" school can help if you are having trouble making rate or want a new platform/change of scenery and do not hold a GS NEC. Schools help by increasing your level of knowledge for the

rating exams, giving you valuable technical training, and assist in securing a preferred platform/coast. Also, consider doing an additional sea tour in order to obtain the "C" school that you desire. All that we will require after "C" school is a two-year minimum tour on the class of ship you were trained for in any of the following homeports: San Diego; Everett or Bremerton, Wash.; Pearl Harbor, Hawaii; Yokosuka, Japan; Norfolk, Va.; Mayport, Fla.; or Pascagoula, Miss.

*Continued on next page*

# IC - Schools Opportunity is Excellent

Hello again from Millington! Do you want enhance your technical knowledge and receive advanced technical training? If so, stay Navy!

The opportunity to obtain technical schools with a reenlistment for IC technicians is at an all-time high. Because the IC rating is so NEC-intensive, we are looking to train Sailors and place them in career-enhancing billets. The IC rating is now on the cutting edge of technology with fiber optic training and hi-tech audio visual equipment.

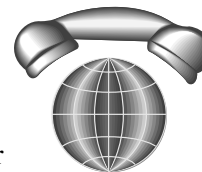
The best advancement opportunity in our rate right now is the IC Journeyman School. Known as C7,

this school lets you earn NEC 4718 and is currently on the career schools list. It also provides the opportunity for advancement from E4 to E5 upon completion. Requirements are described in MILPERSMAN 1060020. This is a great opportunity to receive a technical skill and get advanced in the process.

By now you should have already seen the NAVADMIN announcing revisions to the GUARD program. This new program, **GUARD 2000** (G2K), gives everyone involved a greater range of flexibility in determining your next

assignment. Make sure you contact your command career counselor or your detailer for the details. We'll do everything possible to say "yes" to your request.

As always, for more information concerning your career opportunities and retention, contact your CCC or feel free to call us. Good luck out there!



*ICC(SW) Earl Salter  
IC E7-E8 Detailer, IC Lead Detailer  
PERS-402DC*

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### ***GS - Maintaining Your Navy Career, continued***

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If your EAOS is approaching, call us and we will see if we can guarantee you a seat in "C" school as a reenlistment incentive. Under the STAR program, you will go to "C" school at your present PRD with a two-year minimum follow-on sea duty tour to utilize your NEC. NAVADMIN 093/00 concerns the new GUARD 2000 (G2K) Program. This program gives everyone involved a greater range of flexibility in determining your next assignment. Make sure you contact your command career counselor or your detailer for the details. We will do everything possible to say "yes" to your request.

If your sea time is up and you go to a neutral duty assignment for your next tour, consider going back to a sea command after the neutral tour. This will tell any selection

board that you are a Navy-oriented hard charger, willing to take the high-priority billets.

When applying on JASS, only apply for billets in your paygrade. If there are none available in your paygrade, have your CCC contact your detailer about applying for certain billets in a higher paygrade. Don't apply for a chief's billet if you are not a chief, as this is a leadership issue and won't be approved.

In short, work with your command career counselor or departmental career counselor prior to calling your detailer. They can be a tremendous source of information to you. Talk with them often and make sure you have completed all of your required interviews when they are due. These interviews are designed to guide you at specific points during your career. Look for and take the hard-fill, high-visibility sea or shore billets. If you are on an

instructor tour, ensure that you receive your Master Training Specialist certification, and while on sea duty, ensure that you qualify as high as you can, especially Engineering Officer of the Watch. If you are highly qualified, don't stagnate at the command. Make sure that you step up and take highly visible collateral duties. While all these billets/duties may be hard, you will find them very rewarding and beneficial to your career path. You can personally help shape the Navy of the future.

Remember, the GS detailers are here to help you. If you have any questions or concerns please contact us and we will do all that is possible to help out your situation and help guide you throughout your Naval career. Good luck out there!

*GSMC(SW) Hagen  
GS E5 and Below/"C" School Detailer  
PERS-402CG3*

# MR - Many Career Options to Consider

**What are my options?** This is a frequent question these days, and I hope to provide you all with some answers. In some ways, the Navy of today is really not much different than it was ten years ago, but in some ways you cannot even compare them. Staying in the Navy can have a profound effect on the rest of your life. Here are some options to consider when making career decisions.

**Education.** Off-duty education is one of the biggest and best deals the Navy has to offer. College classes can be attended in most instances on base or right on the ship. With tuition assistance paying up to 75 percent of tuition costs, a college degree is well within your reach. Visit your local Navy College Office to check out your future educational opportunities.

**In-rate schools.** As you may know, the MR pipeline has been relocated to both San Diego and Norfolk, Va. The curriculum has been rewritten and includes the Heat Treatment and Metallurgy Courses as part of the 4402 NEC. What this does for the Sailor is make the school more accessible than ever before. As you shop around for your next assignment, you need to look for those jobs that will get you the schools that you want. The CNC 4404 NEC School remains in Great Lakes and is an excellent follow-on after you have the 4402 NEC. These two NECs will give you the skills you need to be a successful machinist in today's modern Navy.

**GUARD 2000 (G2K).** By now you should have already seen the NAVADMIN announcing revisions

to the GUARD program. This new program gives everyone involved a greater range of flexibility in determining your next assignment. Make sure you contact your command career counselor or your detailer for the details. We will do everything possible to say "yes" to your request.

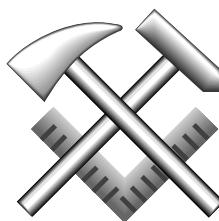
These are just a few of the options for you to *stay Navy*. Steady income and medical coverage, as well as seeing the world, have always been excellent selling points, but in today's hi-tech society, you have to prepare yourself to face more challenges than ever. Let the

Navy help you do just that. Utilize the knowledge of your command career counselors, senior leadership and your detailer. Have you ever said, "I would have done it differently?" Now is your chance. Make sure you set goals for yourself and keep track of them. Don't concentrate on "What can the Navy do for me?" Ask yourself, "What am I going to do for the Navy today?" You just might find that the two go hand in hand. Good luck out there!

MRC(SW/AW) Kuhn  
MR E6-E9 and 3M Coordinator Detailer  
PERS-402DE

## HT - It's Decision Time

Hello again from the HT detailing shop. In this issue I would like focus on retention and give you some pointers on getting the most out of your reenlistment or extension. We know all the great reasons to *stay Navy*, like being able to change jobs or locations every few years without the loss of benefits, or living in and visiting exotic places such as Japan, Guam and Italy, just to name a few. As detailers, we want to be part of your decision by providing you the assistance necessary to get the most from your reenlistment. As always, your command career counselor and chain of command should have the answers to your questions and get you going in the right direction. However, there are some recent changes that you might not be aware of.

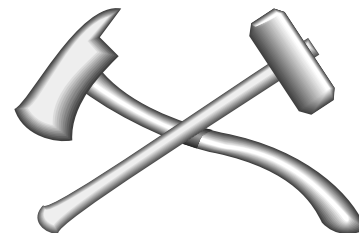


Our new NEC 4955 Super Welder Schools have opened. They are located in Norfolk, Va., San Diego, and Bangor, Wash. The school is 14 weeks and requires a prerequisite of NEC 4954 or two years equivalent welding experience, and 24 months active duty obligation remaining from the class convening date. These classes are filling up fast and should be considered when choosing your next assignment. Start applying on JASS nine months prior to your PRD or you could miss out!

Didn't like GUARD III? Well maybe GUARD 2000 (G2K) is your reenlistment program (NAVADMIN 083/00). The new program allows for more flexibility with our assignment policies, provides the detailers

*Continued on next page*

## DC - Move Up, Not Out!



Greetings to all my fellow damage controlmen! I've got just a few items of interest to discuss in this issue.

A question on all of our minds is whether or not we are going to merge with the HT rating. From the last HT/DC merger conference, it looks like we will merge, but there are lots of details to be worked out. Stay tuned for further information as we receive it.

Several new messages are on the street. Copies of NAVADMIN 050/00 (SRB) and NAVADMIN 026/00 (sea/shore rotation) can be obtained through contact with your command career counselor. These messages will directly affect a lot of you out there, so take a look and feel free to contact us with any question that you have.

The biggest message is NAVADMIN 093/00. This concerns the new GUARD 2000 (G2K) program. This

new program gives everyone involved a greater range of flexibility in determining your next assignment and is a valuable reenlistment incentive. Make sure you contact your command career counselor or your detailer for the details. We will do everything possible to say "yes" to your request.

When choosing your next set of orders, you should consider several options and be open to assignments that are career-enhancing. Diversity of locations, unique training, and special pay for overseas locations and recruiting duty are just a few things that come to mind. Don't be afraid to ask questions of your detailer or career counselors.

The Navy has lots of opportunities to help us better ourselves. Take a long, hard look at your future. Set your goals and remember to *move up, not out!*

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### *HT - Decision Time, continued*

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much more flexibility in consideration of waivers, primarily for first-term reenlistments, and is available to a larger number of people than the old GIII program. If you're getting close to your negotiation window or haven't decided what to do at your EAOS, see your command career counselor and take advantage of G2K.

HTs are on the SRB (NAVADMIN 050/00) list again for Zone A. See your CCC to fill out an SRB worksheet and take advantage of the previously mentioned programs. We're looking forward to assisting with your requests and being part of your decision to *stay Navy!* Be safe out there and congratulations to all on this year's advancements!

*HTC(SW) Bridges  
HT E5 and "C" School Detailer  
PERS-402DF1*

*DCC(SW) Neathery  
DC E4 & Below Detailer  
PERS-402DI2*



***Keep America Strong!***  
**Stay Navy!**

**LINK E-mail address:**

**[link@persnet.navy.mil](mailto:link@persnet.navy.mil)**

# EN - Negotiating for Reenlistment

Shipmates, now is the time to ask and perform! The Navy is ready to do what it takes to reenlist our best Sailors. GUARD 2000 (G2K) is here and gives us the flexibility to do our best to say “yes” to your request.

As enginemen, we all start on the deckplate, but getting that “crow” allows us to move up to the LPO slot and to take on more responsibility. We should all be making the preparations to get to the chief level where the responsibility is greater and so are the rewards. So don’t wait for the CCC to ask you what your intentions are at your EAOS. This is your career. Take the helm and initiate the contact. Ask yourself, “What have I done for the Navy?” You should be the one to go find the CCC, your LPO, or your chief and ask them, “What can the

Navy do for me?” You might be surprised at the answer.

As the detailer, I’ll do my part by working with you to get your desired PCS orders, choice of “C” school, and SRB if you qualify. Get your chain of command involved and let them know what reenlistment incentives interest you. Always have a plan A, B and C when negotiating for reenlistment. Together, with command involvement, we will come to an agreement that is in the best interests of both the Sailor and the Navy.

Remember, without the Sailor there would be no Navy, so we have to reenlist the best Sailors to keep our Navy where it is today - the greatest Navy in the world! Good luck out there!

**Fleet Diesel Inspectors Needed.** If you are an ENC or above

and looking for a challenging shore tour then consider Diesel Engine Inspector (DEI), NEC 4314. This was once the plateau for all enginemen. Let’s put the program back where it once was, a goal for all blueshirts to strive for with only the best technicians to service our fleet. Contrary to popular belief, being a DEI doesn’t “close-loop” you into shore duty. If there are no sea DEI billets, we’ll send you to a valid EN sea duty billet.

If you are ready to take this challenge, contact ENCM(SW) Spencer or ENCS(SW) Holden 12 months prior to your PRD. This time is needed to conduct the DEI screening and pre-test. As always, be safe out there!

*ENC(SW) O’Brien  
EN E5 Detailer  
PERS-402DG3*



*EM2(SW) Kevin O'Mally keeps a watch on the ship's forward electrical control panel aboard USS PEARL HARBOR (LSD 52), while deployed to the Arabian Gulf in late March. U.S. Navy photo by PH2 David Mercil.*



# Changes for the Nuclear Community

The central theme for this issue of *LINK* is focused on retention. The articles that follow cover a wide range of topics under the retention theme, many of which are rating specific. One of the most important issues, from my perspective, is how we can use the detailing process to retain our quality people. In my presentations to the fleet during visits to every submarine and CVN home port over the past six months, I have stressed the importance of working with the detailers in PERS-403 to negotiate follow-on orders that can help influence a decision to stay Navy. We all have a vested interest in succeeding in this effort.

There is complete agreement throughout Navy leadership, from SECNAV and CNO in Washington, to the fleet and type commanders on both coasts, that retention of every Sailor who meets the standards is important and worthy of our best collective efforts. We all recognize the value of our good people, and have put considerable effort into quantifying that value in dollar terms with increased pay, SRB, and retirement benefits. But just throwing more money at the problem cannot satisfy our retention needs. We know that even with more money available, that alone cannot satisfy all of our Sailors' concerns. Many times the real issue comes down to receiving an assignment in a desired geographic location, increased responsibility, or pursuing a college degree. For every one of these issues, the distribution system may have just the right answer!

My detailers and I want to work with you to create "win/win"

situations. By this I mean that whenever we can write a set of orders that satisfies a Navy need (by putting a qualified Sailor into a valid billet), the Navy wins. Whenever a Sailor goes to an assignment that he wants, the Sailor wins. My contention is that, by working together, we can create more "win/win" situations and therefore set the stage for a virtuous cycle that continuously improves both the Navy's readiness



and our Sailors' professional and personal lives.

The virtuous cycle goes something like this: As sea and shore manning get better, individual workloads decrease; reduced individual workloads enable more opportunity for professional growth and development. Better trained and better educated Sailors have more capability and individual productivity, so quality of work and mission accomplishment go up; people begin to feel better about what they do and decide to stay Navy; so manning continues to improve; and so on. We are already beginning to see evidence of the first part of the cycle in

our sea manning for a number of submarine and nuclear ratings.

Keeping the cycle alive is what our retention programs are all about.

Since my last *LINK* article, we have seen several important developments in our people programs. The SRB cap for Nuclear Zone B and C has been raised from \$45K to \$60K; the last two years' nuclear recruiting success has resulted in our ability to support increased NMP in all our engineering departments; LAN administrator billets are now on line for every submarine crew; and submarine non-nuclear accession programs have shown dramatic improvement over the past year. All these success stories support the start of the virtuous cycle, but there is more to be done before we claim victory. We still have critical shortages in sea returnee instructor manning at our prototypes and need continued support from every submarine and CVN crew in closing the gap for this important and career-enhancing assignment.

Take a close look at the articles that follow. My detailers and I look forward to working with you to use the assignment process as a powerful retention tool. Keep charging and think "win/win!"

*CAPT(Sel) Roy Harkins  
Submarine/Nuclear Power Branch Head  
PERS-403*

# The Real Value of Military Benefits

An interesting quarter has passed! I am now addressing you as the rating assignment officer for the surface and submarine nuclear power ratings. On the subject of *LINK* articles, I have received feedback from the fleet questioning the value and validity of these articles. One Sailor in particular felt that we should not include advancement information and recommendations for career progression - an interesting observation. However, the purpose of *LINK* is specifically to provide just such information and to provide timely recommendations to promote the careers of Sailors in our community. And besides, you never know when you may learn something new from a *LINK* article!

For example, after your sea tour is complete, look toward assignment as an instructor at one of our pipeline training commands. In terms of career progression and the opportunity for advanced qualification, specifically EOOW, it is hard to beat a job at a Nuclear Power Training Unit (NPTU). Consider this fact: Nearly half of all our instructors are enrolled in a degree program. Rensselaer Polytechnic Institute (RPI) is a terrific example. RPI has organized a Nuclear Engineering program for the folks in Ballston Spa, N.Y.

Recently I've encountered several members deciding to separate between 12 and 16 years of service. While the specific reasoning varied in each case, the common thread was the perceived strength of the civilian job market versus the perceived weakening of the value of a military retirement.

In fact, recent legislation has improved the value of the so-called Redux plan, which is effective for members entering active service after Aug. 1, 1986. Each of these members must decide at the fifteen-year point whether to accept a retainer based on 50 percent of the average of the previous 36 months worth of base pay (like the "high three" plan) or to accept a \$30,000 bonus and keep Redux's 40 percent retainer base calculated against the

*You'll need \$116,323.00 invested at 10 percent to beat the value of an average military retirement.*

previous 36 months of base pay. The military pay and benefits Web Site provides additional information and help in calculating the best decision at <http://pay2000.dtic.mil/>.

Thus, if you separate before retiring, how much money must you earn so that forgoing the amount of your retainer becomes irrelevant?

First some more information is needed. Your retainer is a stream of monthly payments adjusted each year by a cost-of-living (COLA) raise. This stream of revenues is similar to an annuity. To simplify the calculation and to generate a conservatively low number, let's assume that no COLA raises will occur. Also let's assume that regardless of your retirement plan, rate and length of service, the value of your retainer is \$1000 per month. Let's also assume that your savings account earns you three percent per year and your other

investments earn you 10 percent per year, roughly the historical average of the stock market since 1921. And finally, recognize there is a time value associated with money. Meaning, one dollar in your bank account today (its present value) is worth more to you than one dollar delivered to you next year (its future value) since you can invest it, earn interest and end up with more than one dollar in the future. In fact, given the assumptions above, a dollar today in your savings account is three percent more valuable than one delivered next year. Lastly, to calculate the value of an annuity use the formula:

$$PVA_n = PMT \sum_{i=1}^n \left( \frac{1}{1+i} \right)^i$$

Where  $PVA_n$  is the present value of an annuity paid for  $n$  years,  $PMT$  is the payment value of your retainer,  $i$  is the interest rate earned by your investment per compounding period, and  $n$  is the number of payments you expect to receive.

Looking at a 35-year horizon for collecting retainer checks (420 months), you would need \$259,841.34 on deposit in your savings account or \$116,323.00 if you were certain of earning 10 percent per year. And remember, these numbers are artificially low since we neglected COLA. Can your next job pay your salary, benefits, and still allow you to put away that kind of cash? Food for thought. I welcome your comments.

*ETCM(SS) Timothy Scott  
Submarine/Surface Nuclear Power RAO  
PERS-403C*

# ET - Let the Navy Meet Your Needs

When I get the chance to talk to Sailors that have decided to separate from the Navy at the completion of their current tour, I try to get information as to what are their reasons for separating and what could have been done differently to get them to stay. For example:

- Many Sailors separate with the intention of attending college. While on sea duty it is difficult to complete much more than a few PACE courses, but on shore duty, Navy Campus in most locations provides services which make it possible to complete a college degree during the shore tour. For example, college programs available at NPTU Ballston Spa, N.Y., location offer class schedules specifically developed to accommodate shift work schedules. Tuition assistance, GI Bill and other assistance programs help reduce out of pocket expenses, so receiving your normal Navy paycheck can make this an option with little or no financial hardship involved. Plus, SRBs of up to \$60,000 can be used to pay for college expenses, making it more possible to be a college graduate with no debt, which is something very few civilian students can claim. The best part is, your command will do everything within reason to help you meet your educational goals.

- Another reason for getting out is the desire to do something different. It is true that the majority of billets for nuclear-trained ETs are involved in operation, maintenance or training, but there are other types of billets available. Recruiting allows submariners to be stationed in areas which otherwise would not be available. NR-1, new construction, tender duty and special projects are a few examples of possible assignments that can provide variety to those who are properly qualified.

- Another reason I've heard for separating is the member not being able to get a job in a desired location because of unavailability of billets or not meeting screening requirements for the desired job. Shore duty in areas where there are also submarines stationed can provide approximately one shore duty billet for every 10 sea billets for nuclear-trained ETs. The majority of shore duty available for nuclear-trained ETs is instructor duty in either Ballston Spa, N.Y., or Charleston, S.C. The importance of the instructor billets at NPTU, NFAS, and NPS cannot be overemphasized. These personnel must be of the highest caliber to ensure that personnel going out to the fleet are as well prepared as possible to meet

the demands which will be placed on them. All instructors are screened in accordance with ENLTRANSMAN 9.56 to ensure they can meet the needs of this demanding duty. Waivers of the requirements for this duty are considered on a case basis taking into account CO's endorsement, completion of advanced qualifications, and overall performance. For shore duty assignments the competition is strong, so your record has to be equally strong to stand out above your competition to get what you want. Sea duty in your most desired area may be difficult to obtain. Once again, strong performance is needed to stand out above competition for this duty when available.

- Another issue is advancement. Recent advancement opportunities have been very good, but the best way to get advanced is to make yourself the best candidate. Advancement should be a continual process not just when test time rolls around. Sustained superior performance is just that. For example, Nuclear Pipeline Instructor Duty gives you the opportunity to develop leadership skills, improve technical knowledge and provide the right guidance for your replacements in the fleet, just what is looked for in personnel selected for advancement.

- There is the requirement to complete five years prescribed sea tour before you can go to shore duty. Up to two years of the five-year sea tour can be waived for NPTU and up to one year of the five-year sea tour may be waived for recruiting, NFAS, or NPS assignments. If the screening requirements discussed above are met, it is possible to continue your naval career in a vital billet on shore. If spending the entire time in one location or at one command is a concern, consider a split tour or reassignment upon completion of minimum time on station as an alternative.

If you want something, ask! No matter how off the wall it may seem, something may be available which meets your needs as well as the needs of the Navy. The Navy not only wants to retain people but also wants to keep the right people doing the right job.

*ETC(SS) Gregory Williams  
Submarine Nuclear ET (E-6 & Below) Detailer  
PERS-403CE*

# EM - Benefits of a Tough Assignment

Congratulations to all the new CPOs! As I near the end of my tour, I still find nothing more satisfying than seeing a deserving Sailor being rewarded for outstanding performance. I wish you all the best of luck in your new assignments. Additionally, I encourage all of you to share your career history with those around you. Superior performance at sea and as a nuclear instructor are always key to a successful career!

One of my jobs as your detailer is to assess the wants and needs of our community and to feedback the information to policy makers. I am happy to say that your voice is being heard and changes are taking place. You asked for more pay, better retirement options and a better quality of life, and we responded with pay table reform, repealed the Redux retirement plan, implemented drastic changes in reenlistment incentives,

improved advancement opportunity, and increased at-sea and nuclear instructor manning levels. There simply is no better time to consider the Navy as a career. I still need people to go to the tough assignments; however, you will reap the benefits of a successful tour. Just ask the new chiefs. I would like you to continue to tell me what you want from the Navy, and give me the chance to deliver the goods. I am not willing to create the easy job simply to get you to reenlist. I will, however, continue to make the jobs we have better for you, your career, your family and for the Navy. Give me a call, and we'll discuss your new career in the Navy!

*EMC(SS) Bill Spence  
Submarine EM (E6 and below) Detailer  
PERS-403CF*

# You Can Build a Better Shipmate

While the pay benefits for the nuclear-trained Sailor are better than ever, the opportunity for a challenge is also bigger than ever. Many times the quality of the guy working beside you actually depends upon you. That's why you often hold the key to your division's ability to perform at a high level.

As a senior second or first class petty officer, you can seriously influence another person's attitude and career. When the new guy reports on board, he is looking for many things, such as trying to figure out what his job is, who he is responsible to and how he gets to the mess decks. As his LPO or sea dad, you hold the key to his initial happiness. One of the areas you need to probe is his career intentions. What does he plan to do, short term and long term? You need to start helping him plan his career. By doing this you have the opportunity to strengthen your division. We all know it is much more beneficial to cultivate what we have than to re-grow a Sailor from scratch.

There are several incentives out there to encourage Sailors to reenlist. One of the first programs they are eligible for is STAR. What a great way to increase your rank and your pay. This will also speed up their advancement process by making them eligible for E6 that much sooner. We can also waive various amounts of sea

time for selected assignments. For guys completing their first sea tour we can waive six months for NFAS or NPS. We can even offer 18-month waivers for NPTU or tender duty. If you're not a first termee we can still waive one year for NFAS or NPS and two years for NPTU or tender duty. We cut your current sea tour a little short and at the same time we get a Sailor at a hard to fill billet and keep him in the Navy a little longer.

You may have heard the term, "Navy life...Getting better every day." Before you stop reading, look at the stats: 46 percent of your time is on day shift, and 50 percent of Sailors are involved in some form of higher education. These things show that the powers that be are listening and are making changes to better your tour at NPTU. What better way do you have to increase knowledge in the fleet and help improve quality of individuals on board than to train them yourself?

Let me also dispel the myth that you can no longer call your detailer to discuss orders. If you or one of your Sailors are coming up on their EAOS, call me and we can discuss what career opportunities are available for them. None of this is new, but maybe you haven't thought about the impact that you can have on another Sailor's career intentions for quite awhile.

*Continued on next page*

# MM - "I Want More Pay, Less Sea Time"

This is the resounding call from all the shipmates I talk to about retention, and if you feel this way you are not alone. Hopefully you are aware of what the Navy and Congress have done and are trying to accomplish for the individual Sailor.

First we'll discuss the pay raise for the year 2000, the largest we have received in a while. Now shipmate, I don't want you to think that I believe this raise was enough to fully compete with the economy, but it was a good start. Next, look at our new cap on SRB: \$45,000 for Zone A (less than six years) and \$60,000 for Zones B and C. We have also accomplished the major task of rolling back the Redux retirement system. With the new plan you can receive 50 percent of base pay at retirement (average of last three years on active duty), or you can opt to keep the Redux plan and receive a

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### *You Can Build, continued*

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On a lighter note, I am now searching for my relief. I am set to transfer May 2001. Are you highly motivated, with personal and computer skills? Have you completed your prescribed sea tour? You must either possess a 9588 NEC or attend CCC school en route. Submit a NAVPERS 1306/7 and copies of your last three evaluations for screening as soon as possible. If you have any questions about advancement, retention, career possibilities, or just want to chat, please feel free to call or send me E-mail.

*MM1(SS) Steve Wagenschutz  
ELT/RADCON (E6 and below) Detailer  
PERS-403CH*

\$30,000 cash incentive at your 15-year point of active duty. For more information on pay incentives and your pay tables go to <http://www.dfas.mil>.

Worried about going to shore duty and losing a lot of money? The best special duty assignment pay (SDAP) assignments we offer in the Navy are open for the nuclear trained. NPTU instructor duty and tender duty pays \$275 per month and recruiting duty presently pays \$375 per month. Add in the BAS and this sum is quite significant.

I have also heard many times in the past few months that there are concerns about not being able to attend college while serving as a staff instructor at NPTU. This is simply not true. Both NPTUs aggressively support staff instructors attending college, and with tuition assistance picking up 75 percent of the cost, this is a fantastic deal. More than half of all NPTU staff members are continuing their college education in some way.

This is all fine and dandy, but what about the less sea time? It is possible to waive up to two years for NPTU instructor duty and one year for recruiting, and as an added bonus, the Navy offers some sea duty credit for a few areas that we recruit in which could be as much as 24 months. That means you do four years at sea, go to a sea duty credit-recruiting district for three years, then back to sea for three more years. Now you are eligible for shore duty again. Not interested in recruiting or NPTU instructor, then try one of our tenders overseas and it's possible to receive up to a two-

year sea waiver as well. If you are at the end of your five years at sea it's also possible to go overseas to a tender for 24 months then to a shore billet like NPTU. I have also recently discussed pay with some of our shipmates on both tenders, and they tell me the pay is so good that many Sailors get completely out of debt while there and have sufficient money to see that part of the world.

Other recent initiatives include a month-long, post-deployment stand-down and a reduction in pre-deployment inspections to allow Sailors more time off.

Finally, I want to give a plug to the information highway. The Navy has taken great strides in getting information to the Sailor. Currently, if you visit the Web Site [www.bupers.navy.mil](http://www.bupers.navy.mil) and click on "BUPERS Access," you can update your duty preferences, check on the status of your SRB, orders, and JASS applications. You can also check selection board/advancement results. If you want an up-to-date copy of the Enlisted Transfer Manual (I use this manual quite extensively) or are looking for uniform regulations, go to the "Instructions" section. All these sites are filled with information useful to you and should be visited regularly to keep yourself informed.

If you have a question, feel free to give me a call. Remember, I'm not just here for you when you're in the "detailing window." I'm here for you anytime.

*MMC(SS) Michael Martin  
Nuclear Submarine MM (E6 and  
Below)/Welder Detailer  
PERS-403CG*



# Surface CPOs Lead Retention Effort

As chief petty officers we are the center of everything that happens in our divisions. We pride ourselves on the fact that we know, or can at least find, all the answers. We must ensure this is true when our Sailors have questions about their careers and ask themselves the question, "Should I reenlist, or get out of the Navy?"

As nukes we are all very good at finding answers to technical questions and backing up our answers with the proper reference. When the question has something to do with a reenlistment or SRB, we often do not cite our reference. Sometimes we will just refer our troops to the departmental career counselor. All too often young petty officers are getting their career advice from their peers who may not know the complete answer. By knowing a little more about current policies, and more importantly, the governing document we can help our Sailors make better career decisions.

In this article I have prepared a list of references that every chief should read.

**Enlisted Bonus And Special Duty Assignment Pay Programs (OPNAV 1160.6A)**, <http://neds.nebt.daps.mil/Directives/1160a6.pdf>. This has almost everything you wanted to know about EB, SDAP and SRB. The most important details of SRB not found here are the actual award levels and ceilings. For those, refer to NAVADMIN 050/00.

**MILPERSMAN**. Provides guidance on virtually everything in the Navy. Some key things covered

are the STAR program and the procedure for transfer to the Fleet Reserve.

**Retention Team Manual**, <http://www.persnet.navy.mil/cdrom/retent/Retent.pdf>. A great source of career information. Some of the material may be out of date, but the references are valid.

**Enlisted Transfer Manual (ETM)**, <http://www.persnet.navy.mil/cdrom/dev/cd/enlxfer/Enlxfer.pdf>. This is the primary reference used for detailing, covering everything from special assignments to tour lengths. This

manual should be reviewed prior to negotiating your next set of orders.

The above list merely highlights a few key references that you should be familiar with when giving career advice to one of your Sailors. Other sources that should be used include your departmental and command career counselors. If you still have questions please pick up the phone and give me a call.

*EMC(SW/AW) Greg Huether  
Surface Nuclear CPO Detailer  
PERS-403CJ*

## ET/EM - Man the Prototypes

Retention is the focus of this issue of *LINK*, the key element in maintaining our manning at the levels needed. There are several incentives out there to encourage Sailors to reenlist. One of the first programs they are eligible for is STAR. This is a great way to increase your rank and pay, and making you eligible for E6 sooner. As many of you probably already know, SRBs for Zone A are capped at \$45,000, and the B and C caps were raised to \$60,000. So now is the time to make your decision to stay, since the amount of SRB is higher than ever.

Now, let's talk about shortening your sea tour. Incentives are at an all-time high! Waivers are available for assignments to nuclear pipeline tours and hard to fill recruiting locations. At your three-year point you can go to NPTU and at four years NFAS and NPS are

available. ESWS is required for instructor tours and class standing waivers are being approved based on the strength of command recommendations, your evaluations and watchstation qualifications. To be competitive for NPS you will need to be PPWS qualified. Our highest priority shore duty manning priority remains the prototypes. We are critically short of E5/6 sea returnee instructors at both sites, and the guaranteed homeport mentioned in last quarter's *LINK* article is still in effect. Lastly, at the four-year point certain recruiting locations are available with some providing sea duty credit upon successful completion of your recruiting tour. Give me a call about your instructor and recruiting opportunities.

*ETC(SW) Frank Emerick  
Nuclear Surface ET/EM  
(E6 and Below) Detailer  
PERS-403CK*

# MM - Auxiliaries and 3-M Coordinator

As supervisors, we are responsible for training our relief. Retention plays an important role in our endeavors to do this. Counsel your Sailors on Navy benefits such as good SRB award levels, \$45,000 cap on SRB, the improving advancement opportunity and their career path/goals. Remember, our Sailors are the Navy's future. Please feel free to use me as a reenlistment tool. I cannot do the impossible, but if you don't ask, the answer will always be NO! Call me if your command has trouble with the JASS system, particularly reviewing available billets or uploading applications.

If you are on sea duty and contemplating Fleet Reserve, call me a year ahead of time and let me know your plans so we can try to meet your desires and avoid gapping a billet. If you are on shore duty and you have been receiving CONSUBPAY, you should be prepared to go back to sea. Have you considered being a Submarine Force Diesel Inspector? Requirements can be found in OPNAVINST 9233.1a, or just give me a call.

Currently, billets in Pearl Harbor, Hawaii, and tenders in La Maddalena, Italy and Guam are available for chiefs and first classes. Keep in mind that you receive a cost-of-living-allowance (COLA), and if there is a follow-on tour on the island, you may also receive In-Place Consecutive Overseas Tour (IPCOT) benefits. We will give you priority on a follow-on tour of duty in keeping with your prescribed sea tour length. ENLTRANSMAN Chapter 4 gives details on overseas duty. Please don't hesitate to call with any questions.

**3-M Coordinators.** I have seven 3-M Coordinator billets available through the end of the year. Applicants are needed from all submarine rates. You must be released from your rating detailer first!

*MMCS(SS) John Stapleton  
MM(AUX) E6-E9/3-M Coordinator Detailer  
PERS-403CM*

# MM - Submarine Auxiliary Detailer

Retention is arguably the most important issue faced by the Navy. Equipment is changed or improved as technological advances are made. Despite all the advances that have been made, submarines can't conduct extended submerged operations without capable people to maintain and operate atmosphere control equipment, the diesel, hydraulics and more. We aren't going anywhere without dedicated professionals. That's where you come in.

The following incentives are available: **Selective reenlistment bonus** (SRB) for Zone A and B personnel. Zone A members have less than six years of active Naval service. Zone B includes members who have between six years and 10 years of active Naval service. The current ceiling is set at \$45,000.

**Selective Training and Reenlistment Program (STAR)** is for Zone A Sailors. First term auxiliaries can sign up for a five-year reenlistment up to one year early and receive a guarantee for school at some point during the enlistment, usually as part of a PCS move. Most of these school assignments will occur when the member returns to the fleet from shore duty.

Auxiliaries do not currently have a school on the career schools list which means there is no opportunity for automatic advancement upon reenlistment/completion of "C" school, but keep in mind this may change.

**Guaranteed Assignment Retention Detailing Program (GUARD 2000).** This program offers the opportunity to request a type of duty or choice of homeport based upon negotiation with the detailer for a valid billet. The term for such a reenlistment will be between four and six years.

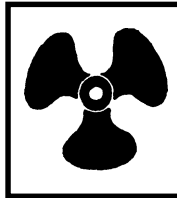
The options above are programs that are generally geared toward first-term personnel, however, if you are a second- or third-term person considering reenlistment, contact me. I have had some success in gaining the occasional quota for the Refrigeration and Air Conditioning Systems Technician Course on a space available basis as well as some other schools. So, if there is something out there you are curious about, let me know. I have a genuine interest in retaining you on active duty.

*MM1(SS) Charles Farmer  
Submarine Auxiliaryman (E1-E5) Detailer  
PERS-403CN*

# MM - Plan to Move Up, Not Out

What can I do for you today? How about a \$60,000 bonus to stay Navy? For those that qualify, NAVADMIN 050/00 will further explain the details to you. \$60K is definitely a strong tool we utilize for retention, but have you considered what tools you need to ensure success during your tenure? With a smaller force and tougher advancement opportunities, *you* need to maintain that competitive edge. You will need the proper tools to get the job done by setting yourself apart from the rest of the pack and by doing more than is required of you. I recommend pursuing a college degree, qualifying PPWS and qualifying ESWS on top of your daily duties. Doing this ensures you maintain that competitive edge in the Navy. If you decide to get out at your EAOS, you have already prepared yourself by taking the leadership positions and showing that you have the initiative to handle any tasks required of you. Retention plays a key role in the stability of our commands and the Navy. I strongly urge all members to plan their career paths as early as possible.

What can you get besides \$60K? How about up to two years of your prescribed sea tour waived to go to shore duty? Sound interesting? We need highly motivated individuals to serve at our prototypes. Serving at any of the prototype sites affords you the opportunity to pursue a college degree or the opportunity to pursue advanced qualifications, such as Engineering Watch Supervisor or Engineering Officer of the Watch. What will you need to get there? You will need to be ESWS



qualified and should have competitive class standings at Nuclear Power School and prototype. Class standing requirements are waiverable with demonstrated sustained superior performance at sea, which includes solid evaluations, advanced watchstation qualifications, and ESWS qualifications. Not enough? How about a “homeport guarantee”? That’s right, we will guarantee your follow-on homeport upon completion of your Prototype instructor tour. Even E6s selected for advancement to chief petty officer during your tour at the prototype will still be able use this guarantee.

Use these incentives to your advantage and submit your NAVPERS 1306/7 with your reactor officer’s endorsement and a copy of your last two evaluations.

On another note, I would like to welcome aboard, MMCS(SW/SS) Brad Ross, coming from the USS NIMITZ (CVN 68), who will temporarily relieve me as the Surface Nuclear MM/ELT (E6 and below) Detailer prior to assuming his duties as the Surface Nuclear CPO Detailer. As I depart for the limited duty officer community, I would like to thank everyone for giving me the opportunity to serve you. You have a tough job, and every day you tackle every moment with zeal and professionalism. I applaud you and hope to work with you in the near future.

*MMC(SW) Jason Julao  
Surface Nuclear MM/ELT Detailer  
PERS-403CR*

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# MT - The D-5 Backfit Challenge

The future of the submarine community and the best rating in it looks bright. The new Mod 4 Fire Control System coming on line with the D-5 backfit has the potential to give us some exciting new challenges - not just on the boat, but at all the facilities MTs support. Many of you have talked about getting involved with the new system. If you think about it, we will all be involved with D-5 backfit within our next tours. Both TTFs are bringing on new courses and conversion schools on both coasts. Team trainers are reorganizing.

King’s Bay will be supporting all 3312 (D-5 backfit) pipeline training. SWFPAC is gearing up already to support Trident II in Bangor. NOTU and SWFLANT will be supporting all the overhaul boats with DASOs. Simply put, you will become involved with D-5 backfit in one way or another regardless of where you do your next tour.



*Continued on next page*

# MM - What Can We Do for You?

Fewer inspections, more pay, more advancement quotas, a 50 percent retirement, STAR reenlistment - there are many reasons to "stay Navy." Let me bring you up to speed on our current issues.

**Shore duty.** We are in full swing in the takeover of the surface TM rating at some facilities. This has given us additional E4-E9 shore duty billets at SIMA, Norfolk, Va.; NSTF, Yorktown, Va.; NSSF, Groton, Conn.; Weapons Facility San Diego; IMF, Hawaii; and TTF, Keyport, Wash. These additional billets are now reflected in JASS. Chances of getting to your favorite homeport are now much improved.

**STAR Program.** Advancement to MM2 awarded upon successful completion of the MK-48 Heavyweight Offline Technician Course with follow on orders to Yorktown. When requesting this course, specifically ask for the 0750 NEC course of instruction (COI).

**SRB.** SRB is now available for first term personnel with a 2.5 multiple. This equates to \$20,000

for a six-year reenlistment with an initial \$7,200 to \$7,500 at signing. Bonus: First-term personnel can request to reenlist for both SRB and STAR programs!

**JASS.** When our rate was changed to MM, we acquired the same rating control number (RCN) as all other MMs, which was 3700. You or the CCC would have to look at the details of a specific billet to see if it applied to MM(Weps) or MM(Aux). Update. The RCN has been separated to 3702 for weapons and 3701 for auxiliary. When looking for requisitions for our rate, type in 3702 in the rate block. Please pass this on to your CCC.

**Schools.** New this year, a fully operational VLS trainer at SUBSCOL, New London, Conn. There are two courses, CCS and BSY-1. The courses are three weeks long and provide you with a secondary NEC of 4235 and three college credits. Personnel rotating back to sea duty may see this course in their orders if class convening supports. Additionally, a VLS trainer is being

built in Hawaii and should be online in the near future.

Advancement quotas are higher, educational opportunities abound, and increased shore duty locations make staying Navy worthwhile. Without communication, though, nothing is possible. A phone call or E-mail anytime from anywhere in the world to answer your questions should be the norm. You are not required to have your CCC be your negotiator. If you are more comfortable utilizing him and that is the only way to establish communication between you and I, then by all means make that effort. Your retention is important to the submarine force, Navy and me. What can we do for you?

*MMCS(SS) Rodney Arnold  
MM(Weapons) Detailer  
PERS-403DF*

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### *MT - D5 Backfit Challenge, continued*

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As most of you have heard, the possibility of the Navy creating a new SSGN could open up even more opportunities and challenges for us.

SRB levels are the best they have ever been. Zone A is 4.5, and Zone B is 5.0. I do not anticipate a significant change in SRB levels any time soon; however, as anyone who has been around can tell you, do not pass up the opportunity when it is available.

Advancement opportunity continues to look promising. I know you have heard me say this before, but the window of opportunity for your advancement is open now - take advantage of it! Good luck to all of you.

*MTC(SS) Darryl Muir  
MT Detailer  
PERS-403DE*

## Where Next?

Check the back cover of *LINK* for the latest requisition cycles and night detailing dates.



# FT - Finding Those “Cushy Billets”

Are you wondering where the “cushy billets” are hidden? I always was. One of the first projects I vowed to tackle, as soon as I was up to speed as your detailee, was to find the Andros Island and Australia billets. Well, they don’t exist anymore. I found a couple of jobs I didn’t know about, as well as the Shore Special Program billets. Here but a small sampling is provided:

Washington Placement: CNO Driver, E5/E6, all ratings may apply; Naval Academy Preparatory School, E6/E7, all ratings may apply.

In-rate surprises were: Career Counselor, Naval Submarine Support Center, Pearl Harbor, Hawaii – FTC; Mission Data Subsystem Operator, USCINCPAC – two FT2s; Security Force, VQ3 DET Offutt AFB, Neb. – three FT2s; 3-M Evaluator/trainer, AFTGP San Diego – three FTCs; Airport Liaison, NATTC Pensacola, Fla. – FT2. So, when you are shore duty eligible, remember there is a little more than Submarine School and the maintenance facilities from which to select.

For you lucky second classes out there, I’ll remind you about NAVADMIN 026/00. If your PRD is after October 2000 and you are a FT2 serving a 54-month PST, you may be eligible for a six-month PST reduction. Talk to your CCC and determine your eligibility. If eligible, submit a PRD change request.

Current SRB money is capped at \$45,000 set for Zone A - 5.0, Zone B - 4.0.

For you hard charging first classes and all CPOs, I am looking for volunteers for 3-M Coordinators. If you are rotating back to sea and would like to do something other

than FTLPO/LCPO, let me know, and I will consider releasing you to the 3M coordinator detailee. Another opportunity for the chiefs, LAN administrator is approved and will be manned soon. Since there are not enough CPO/SCPO FTs to man each boat, I expect to fill some positions with first classes on a case basis.

Keep in touch and call any time, not just when you are within the nine-month detailing window.

*FTCS(SS) Stanley Cox  
FT Detailee  
PERS-403DG*

## STS - Career Decisions

One of the primary goals in the Navy is to retain our quality, hard-working Sailors. There are many programs out there for both junior and senior Sailors to consider when making a career decision to either continue in the Navy or move on. Your CCC and LCPO are the best

sources of information for you to make a sound, informed decision.



Many of our junior Sailors have taken advantage

*Continued on next page*

# YN(SS) - Your Questions Answered

I’d like to congratulate our new master and senior chief petty officers. Great job shipmates - keep up the good work!

The following are frequently asked retention questions:

Q: Why can’t I get released from the submarine community?

A: Based upon the number of requisitions that have to be filled, it is nearly impossible to release submarine YNs to fill other billets.

If I did, I would be gapping our billets. However, if retention, especially for first termers, increases and shore manning improves, then I can look at the possibility of releasing submarine YNs.

Q: Did the sea/shore rotation changes affect submarine yeomen?

A: No, sea/shore rotation remains 48/36 for YNSN/YN3 and 36/36 for YN2 through YNCM. If first-termers are willing to accept

my top requisitions, I’ll consider, on a case-by-case basis, rolling them from sea duty at the 42-month mark.

Selected Reenlistment Bonus (SRB). First-term level is 3.0, unchanged from the previous level. This is an excellent opportunity for first-termers to reenlist for SRB and roll to shore duty.

*YNCS(SS) Wade Reynolds  
Submarine YN Detailee  
PERS-403EF*



# ET - How Retention Affects You



Shipmates, I'd like to wish fair winds and following seas to ETCS(SS) Paul Otto, departing Millington for COB duty aboard USS NORFOLK (SSN 714) via the Senior Enlisted Academy. His strong leadership and dedication will be missed.

The long awaited Rate Control Number (RCN) split between navigation and radio divisions is complete. Now, when you bring up JASS you can simply place the RCN (1001 for Navigation or 1002 for Radio) in the community on the R1 screen and you will see only jobs associated within your division.

What's the first thing that comes to mind when I say retention? Hold that thought and look below.

**Selective Reenlistment Bonus.** It is at an all-time high (the highest during my career) and you should take a long, hard look before turning it down.

**Job Selection.** With the rating merger there are several assignment possibilities, many of which Sailors are unaware of. You could get assigned to Point Mugu, Calif.; La Maddalena, Italy; Naples, Italy; Guam; Newport, R.I.; or London, England. These are just a few of the locations that were previously unavailable.

**Special Programs availability.** Every day, I receive numerous phone calls asking, "Can I get re-

leased to shore special programs?" Retention rates directly impact on how many personnel I can release to special programs. This is a simple comparison of the number of submarine ET jobs to the number of submarine ETs in the Navy. Although I can't always say yes, I will consider all assignment requests.

**Pursuing an Education.** You have just completed a 54-month sea tour and the Navy is not for you. Wrong! Take advantage of your shore duty assignment to pursue higher education. Talking to those shipmates who got out, 95 percent regret not staying in for 20 or not using their shore tour to complete their degree. A degree makes you more marketable and more competitive for advancement/promotion, and I would like to work with you to stay Navy. Give me a call to discuss your options.

*ETC(SS) Chris Gamblin  
Submarine Navigation ET, E6 & Below Detailer  
PERS-403EC*

## MS - Getting Better

Even at a quick glance, it's easy to see the Navy is fully into the retention business. Over the past year in the sub MS community, we have seen our SRB cap go from \$20k to \$30k, and now it's all the way up to \$45k. We no longer give blanket "no" answers to many questions that many of us older salts would have never dared ask in our earlier days. Every personnel request is given fair consideration. Common sense still applies, in that I must have a billet for every body. So I can't send you all to Australia for shore duty handing out towels to the locals; however, I can make it worth your while to stick around for another tour if you give me the chance.

With that said, the advancement picture is still very competitive. If you want to stand out above your peers you will have to continue to take those challenging assignments, both ashore and at sea. Advancement for the number one Sailor has never been better. Before you make tough reassignment or reenlistment choices, it never hurts to give me a call and ask. I may be able to help.

*MSC(SS) Jeff Garnsey  
Submarine MS Detailer  
PERS-403EG*

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### *STS - Career Decisions, continued*

of the current SRB levels and the Selective Training and Reenlistment (STAR) Program. This is a six-year program that offers advanced training and allows the member to transfer for training from his initial sea tour at the two-year point. The GUARD reenlistment has just been modified to fit today's needs and has been named GUARD 2000. See NAVADMIN 83/00 for more details.

Finally, if you're leaning towards separation, but there is a certain type of duty and/or location that you would consider reenlisting for, call me. The detailing process is also a powerful retention tool, make sure you use it. In closing, I would like to wish STSCS(SS) Ray Dawson the best of luck in his new assignment on board USS SCRANTON (SSN 756).

*STSC(SS) Antonio Grilli  
STS E5 and Below Detailer  
PERS-403DL*

# SK(SS) - Training Builds Your Skills

Training is an ever-present part of our Naval careers. OJT is the most effective way to develop and hone the skills of submarine storekeepers. OJT provides real-time experience and is the most readily available form of training. Shipboard OJT, coupled with a formal divisional training plan, including lectures and handouts, should always be part of the weekly work plan.

As SKs, we have many educational opportunities open to us. One such opportunity is "C" school, and seats are currently available. One way to get a seat is to reenlist under

the STAR program. If you are interested, please talk to your command career counselor (CCC), or me. Your CCC can help you find the description of the STAR Program and the career schools list in the MILPERSMAN. By successfully completing "C" school, you will earn NEC 2814.

Remember to plan your career to be competitive for your next advancement. Here are a few suggestions:

- Continue seeking more demanding duties.
- Demonstrate responsibility through collateral duties.

- Qualify COW/DOOW.
- Think education/self improvement.

If you are a SN and desire to strike SK, you need to get BUPERS approval. Talk to your CCC and let him know your desires. Keep in mind that we do not send SK strikers to SK "A" school. Give me a call if you have any questions or want to find out more about the specifics.

*SK1(SS/DV) Steve Chmielewski  
Submarine SK Detailer  
PERS-403EJ*

# COB - Review Quality of Life

I want to begin by congratulating all of our recently selected master and senior chief petty officers. Your hard work and dedication have paid off. After taking a quick breath, it's time to move to the next step of your career. A tour as Chief of the Boat remains one of the most challenging and rewarding jobs available in the submarine force today.

For the Chief of the Boat, an important part of your daily routine should be a review of what you and your command have done in the areas of retention and quality of life for your Sailors. While the command career counselor is the technical expert and advisor to the command on retention issues, you should remain fluent on the many programs and an active participant in all aspects of retention. The career review board/professional development board is perhaps one of the most valuable tools you possess to make a positive impact on retaining your Sailors. Other initiatives available to assist you are: GUARD 2000, increased SRBs, IDTC reductions, improved in-port duty section rotation, and more. An active exchange of ideas among COBs/CMCs can also generate success stories.

When the command understands the Sailor's desires and takes action to assist him in obtaining

acceptance to special programs, negotiating with the detailer, or arranging for special reenlistment ceremonies, the positive impact will be noticeable. As everyone is aware, retention and professional growth of our Sailors are top priorities, and primary functions of the COB. No Sailor onboard your ship should approach an important decision point in his career without the benefit of your personal advice and direction. Working together we can do the right thing for the Sailor and improve retention at the same time.

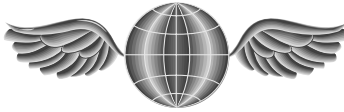
On a final note, during the past several months I have enjoyed the opportunity to get out in the fleet and meet many of you personally. Several ports remain that I have yet to visit, but you are on my schedule, and I look forward to getting out to you in the near future. In the meantime, feel free to call or E-mail me with your questions or concerns.

*ETCM(SS) Chris Shannon  
COB Detailer/Submarine Non-Nuclear RAO  
PERS-403EH*

# AE - New Detailer Coming Aboard

It is with great pleasure I announce the newest member of our shop, AE1(AW/SW) Schroeder, coming from NAS Oceana's sea ops detachment. He will be in training to handle the AE "A" School/E4 and below detailer, relieving me as I transfer to VAW-117 at NAS Point Mugu, Calif.

I have seen a lot of changes occur in my tenure here at NPC. We have completed several homeport changes, decommissionings, platform transitions, and special program pushes. But one thing has always remained a top priority, and that is retention! It is an all hands effort to ensure that members are informed of every opportunity the Navy offers to one's career. OCS, AOCS, Seaman to Admiral, BOOST, ECP, LDO/CWO are just some of the commissioning opportunities available. EEAP is a great way to earn your AA/BA at the school you're qualified to attend. C-1 School offers AEs advanced avionics training at NATTC Pensacola, Fla. GUARD 2000 is the newest incentive for our first termers. NAVADMIN 083/00 has the details. Refer to



the last *LINK* (April-June) article for the list of outstanding incentives for recruiters. The opportunities are immense, so take charge of your career, do some research and stay Navy.

I would like to thank everyone who has supported me during the time that I have been your detailer. Command career counselors, division chiefs, admin LPOs and AAMOs, you have all played a major roll in keeping our retention strong. We have done well together in keeping the needs of the fleet balanced, trained and supported. I know the same will be done as I depart from the best position the Navy has to offer a Sailor.

I must say that serving as a detailer was an honor. I will remain committed to our chosen rating and look forward to my next assignment.

*AE1(AW) Melendez  
AE E5/E6 Detailer  
PERS-404CE2*

# AO - Check Your Reenlistment Bonus

Many of you know that the aviation ordnanceman rating, and the Navy as a whole, is experiencing manning shortfalls. Detailers have worked closely with the enlisted community managers and improved several areas which we feel will help the retention effort.

First, we have increased SRBs. NAVADMIN 050/00 authorizes Zone A reenlistees a 3.0 and Zone B a 1.0. If you do not know what these figures equate to monetarily, please see your command career counselor. Second, sea tours for all paygrades have been shortened from three months to as much as nine months. Your career counselor should have a copy of the message that delineates these changes. Lastly, we want to let you know about the new GUARD 2000 Program that replaces the GUARD III Program. The particulars of the program are a bit lengthy for a *LINK* article, so I will leave you with the NAVADMIN number, 083/00. There are some definite improvements here that provide good incentives for Ordies who are trying to make up their mind whether to stay in the Navy or not. Life in the Navy is getting better every day! So, for those of you

who are considering separating, get with your command career counselor and look carefully at all your options. Call your detailer if you have

any questions. We are more than happy to discuss career options with you. We encourage you to have all the facts before you make your final decision to separate.

I would like to take the opportunity to welcome our two new detailers! AOC(AW) Bottorff comes to us from VFA-106 in Oceana, Va. He'll be detailing the E6s. AO1(AW/SW) Reifsnyder comes to us from the USS EISENHOWER (CVN 69) in Norfolk, Va. AO1 will detail E3 and below and our "A" school graduates. Our E-mail addresses and phone numbers are in the *LINK* Directory in the back of this issue. Take care of one another and be safe!

*AO1(AW) Jose' R. Rivera  
AO E-4 and below/ A school Detailer  
PERS-404CR3*



# AT - The Big Advancement Picture

Hello from beautiful downtown Millington, Tenn., garden spot of the Mid-South! I'll start by introducing myself. I am ATC(AW/SW) Ziegler and, good news for all of you ATs out there, I am incredibly happy to be here. As the most recent arrival in the AT detailing world, I will be settling down as the AT3 and below detailer for the next six months or so. I would like to wish ATC(AW) Miller "Fair winds and following seas" as he departs NPC and heads to Rota, Spain. Chief Miller played a key roll in the move to Millington and will be missed by all.

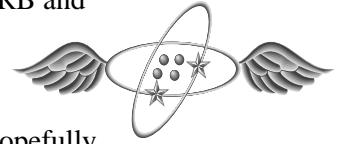
Let's talk about retention and incentives. As we look to the future, it is clear to see that we must figure out a way to retain our best Sailors. With "rightsizing" behind us, opportunities seem to be coming from all directions. Advancement rates are high and getting better each cycle (that includes officer programs as well). If there was ever a time to move up, this is it! On top of advancement we have SRB at all three CREO levels. In my 16 years of service, that is a first. The latest program to hit the fleet is GUARD 2000. This new GUARD program replaces the outdated GUARD III program and allows Sailors and detailers a little more flexibility in the negotiation process.

Better advancement, SRB and GUARD 2000 are three simple ways of trying to improve the lives of Sailors and their families. Hopefully this will encourage each of you to give serious consideration to making the Navy a career. Keep in mind that we still have tuition assistance, medical/dental benefits, Family Service Centers, MWR...you get the idea.

One last piece of advice to all of you, especially those coming up for orders. When you look at the JASS requisitions and you start contemplating your next move, give some thought to your future. Don't let this opportunity to advance pass you by. Look at your next set of orders and ask yourself, "How will this affect my chance to move up?" The fact is that many of you will do at least 20 years whether you think so right now or not. Plan accordingly to put yourself ahead of the game.

I look forward to talking with each of you over the next few years. Good luck!

*ATC(AW/SW) Ziegler  
AT E4 and Below Detailer  
PERS-404CT4*



# AB - Training and Education



Congratulations to all of the new AB master chiefs and senior chiefs of the new millennium. More opportunities are becoming available to all ABs, due to the latest retention tools being put into place. With reference to NAVADMIN 026/00, newly assigned AB sea tour lengths have been decreased. Having the latest adjustments in place, sea duty commands will still be able to maintain a highly qualified work force with increased sea/shore personnel rotations.

When approaching your PRD window, contact your career counse-

lor and review all types of duty preferences available to you: Sea, shore, or overseas. When applying, ensure to submit for at least five separate duty preferences. This will allow all members greater opportunity to attain their desired duty selection. To make the selection process easier, communication between fleet Sailors and detailers has moved to a higher level of efficiency. JASS, E-mail, the detailer Web Site and the phone are all ways we can keep in touch.

Retention is a must, and with recently approved SRBs and the

addition of the new ABH "C" School located in NTTC Goodfellow AFB, Texas (NEC 7012), our community is offering great opportunities for those who retrain and roll to preferred type duty assignments. With reference to the new ABH "C" School, increased support and efficiency to shore crash and salvage units will be greatly enhanced. Available locations of these units are listed on the AB Web Page, under the JASS Listings section.

*Continued on next page*

# AC - The Advantages of Our Rating

As the Navy enters the new millennium, there are numerous challenges that detailers face while trying to assist Sailors in furthering their careers. ACs have advantages over many other ratings; our sea/shore rotation is one of the best, shore duty is plentiful, and a five-year tour allows a Sailor the opportunity to obtain a college degree. Also, SRB award levels have increased and now include Zone C. Another advantage is the Phoenix 20 Program, which allows qualified controllers to work for the FAA after 20 years of military service. (It is important to understand that Phoenix 20 is not an employment guarantee, but an opportunity for retired air traffic controllers.)

As this challenging tour of duty comes to a close, I would like to say that it has been very reward-

ing being able to assist our AC "A" School graduates start their careers in the world's greatest Navy. I would like to thank all of you who stepped up and went to sea duty without hesitation. I know that you will be recognized and rewarded for it by

Phoenix 20 is not a guarantee, but an opportunity.



getting promoted. As I prepare for my next tour of duty as LPO on board the USS IWO JIMA (LHD 7), I would like to wish everyone the best of luck with their career. I'll see you in the fleet.

*AC1(AW/SW) Kimberly Butler  
AC E4 and Below/"A" School Detailer  
PERS-404DF1*

## AS - New Detailer Report

The last four years have been challenging for the AS rate. We've gone through downsizing, restructured our NECs, moved from Washington, D.C. to Millington, Tenn., revamped our sea/shore rotation and increased our sea duty opportunities for women.

My thanks to those of you in the fleet who have steadfastly provided me with input and support for these initiatives. I'm proud to

have had the opportunity to be your detailer and feel confident ASCS(AW) McWilliams will keep us moving forward. She's reporting from the USS NIMITZ (CVN 68) and has had varied and diversified assignments in the AS rate.

Retention is the order of the day. The benefits of continuing a Naval career have never been better. Increased pay, allowances, educational and advancement opportunities are a few incentives that have been improved. GUARD 2000 is one program that allows flexibility in assignments and the opportunity to have up to 18 months of sea duty waived, with command approval, in return for a four-, five- or six-year reenlistment. Confer with your command career counselor to determine your eligibility for this program.

Thanks to all of you for making "our" rate one of the best in the aviation community.

*ASCM(AW/PJ) Steve Clemens  
AS Detailer  
PERS-404DJ*

### ***AB - Training and Education, continued***

Education is also a must for the future AB. Afloat and ashore college opportunities are increasingly becoming available, so contact your ESO or Navy Campus representative for details. Also, visit our Web Site for more information concerning college credit. Schools, time in service, and acquired NECs may be sources of credit.

Increased advancement opportunities, newly implemented selec-

tive reenlistment bonuses and the GUARD 2000 Program are tools that are effectively enhancing our community to better serve the individual and enhance operational effectiveness. We look forward to hearing from you. Look for more articles to come, and as always, "Be safe, the AB way."

*ABH1(AW) L. M. Ingram  
ABH E1-E6 Detailer  
PERS-404DE1*



# AZ - GUARD 2000 Allows Flexibility

Hello. I would like to introduce myself. I am AZCS(AW) Michael L. Dawson, the newest member of the AZ detailing team. I would like to say farewell to AZC(AW) Philip Vyce, who is returning to the fleet. Chief Vyce was an outstanding detailer and accomplished a great deal for the rating during his tenure here. I am looking forward to continuing his efforts and working with each and every one of you over the next several years.

One of the first things I noticed after arriving here back in March was the low retention rate for first and second term AZs. As a detailer, I have many goals. However, the two

most important goals are keeping current AZs satisfied with their orders and continuing to fill the needs of the Navy with quality AZs.

One of the new tools the Navy has given the detailers to help accomplish these goals is GUARD 2000. This new program is designed to help the Navy transition from a downsizing force to a retention force. Two of the most exciting changes from GUARD III is that the new GUARD 2000 allows detailers greater latitude in assigning Sailors to lower priority requisitions, and it allows prescribed sea tour (PST) waivers up to 18 months for first term personnel. The number of

months of sea time waived and how far down the requisition list a member may choose a job are relative to the amount of time a Sailor commits to the Navy. Each request will be considered on a case by case basis. Contact your detailer or your CCC for the specifics that concern you.

Now lets talk a little about career paths. As you should know by now, AZs are not detailed by NEC or community. Diversity is the key to success in the AZ rating. First term personnel should consider completing both an organizational ("O" level) squadron and an intermediate ("I" level) AIMD during their first two tours. You should also experience duty both ashore and at sea. When I say duty at sea, I am speaking of course about a seagoing command afloat. As you advance into the senior leadership positions of the rating, you need to experience staff duty, duty overseas or maybe even an instructor billet. As I said, the more diverse you are and the harder you work, the more likely you are to succeed and advance. I will do everything I can to provide guidance and all the information you need to make an intelligent career decision.

I would like to challenge all of the LCPOs and LPOs out there to take care of your junior Sailors, give them the information they need to succeed and help me to lead them in the right direction and help me to keep our quality AZs in the fleet.

*AZCS(AW) Michael Dawson  
AZ E5/E6 Detailer  
PERS-404DK1*

## PH - Manning Statistics

The new GUARD 2000 Program offers waivers to first term Sailors' prescribed sea tour (PST) when they reenlist, and gives detailers greater latitude in assigning Sailors to lower priority billets. Tour waivers of up to 18 months of a PST will be considered on a case by case basis. Remember that it is essential that PST waivers be supported by your chain of command. Without their support, it will be very difficult to approve your request.

Some of the other criteria for approval are: Manning of the rate/paygrade Navy-wide and at your command; amount of PST being waived; amount of time being obligated, and priority of requisitions available to satisfy request.

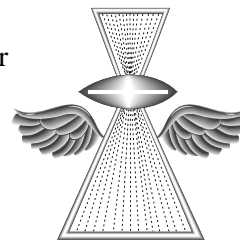
If you feel you would qualify for the GUARD 2000 Program, please discuss it with your chain of

command and career counselor before submitting your request. They can give you invaluable guidance regarding your opportunities using this program.

Here's a picture of the statistics for our rating manning and retention levels, as of April 2000.

**Manning Levels** (Overall 98%)

| <u>Rate</u> | <u>Manned</u> |
|-------------|---------------|
| E1-3        | 112%          |
| E4          | 112%          |
| E5          | 80%           |
| E6          | 96%           |
| E7          | 87%           |
| E8          | 125%          |
| E9          | 133%          |



*Continued on next page*

# PR - Apply For a Job Assignment, or Negotiate for Orders?



Which term is correct when it's time to plan your next assignment? Actually both are. After discussing career choices/available billets with your career counselor, they will "apply for a job assignment" in JASS for you. Up to five applications for jobs which you're eligible can be made in JASS. A short note can be attached to your JASS application to advise the detailer of a specific request, e.g., school to earn a required NEC, early/late transfer, unaccompanied tour, etc. You also have the option to call me to discuss available job assignments. When you call or E-mail your detailer to discuss assignment options, you "negotiate" by conveying your desires for type of duty and/or location.

Before you start to negotiate or make a JASS application, take time to consider what your priorities are. Discuss them with your career counselor. Have a 'back-up' plan in case your first choice of assignment is not available or the requested

billet is too low on the requisition/JASS list. Usually a billet is available which either meets your desired type of duty or location, but rarely both. Also, be sure to inform your career counselor and myself of any change in rating qualifications, dependent status, or other situation that may affect your eligibility for orders.

Points to consider when applying for your next assignment:

1) A warfare designator is favorably considered when applying for instructor duty or special programs. Additionally, command recommendation on your most recent evaluation report is important when applying for these type assignments.

2) Our rating billets must be adequately manned before I can release anyone to special programs - often, the Navy's needs outweigh our personal preferences.

3) Contact your career counselor and review JASS as soon as you're in the nine-month PRD

window. It better your chances of getting orders you want.

4) Be aware that others may apply for the same billet. The detailer makes selections based on qualifications, critical manning needs, and operational schedules.

5) Above all, stay flexible. Be prepared to accept orders that may not be your first choice.

As your detailer, I'm committed to giving you career enhancing orders you're happy with. At the same time I must ensure we meet the Navy's mission requirements.

Did you know? Your PRD is calculated using established sea/shore rotation or type duty guidelines and is used to schedule your transfer year/month. Your EAOS does not dictate eligibility to negotiate for orders - you must complete your current tour first. Also, split tours are difficult if not impossible to schedule. A volunteer must be found and onboard to relieve you before you can transfer.

Congratulations! The dust (and truth serum) will have settled from CPO initiation by the time this hits the streets. To those wearing new khakis: CONGRATS - but don't forget your roots. Give a hand up to those you'll now be leading. To those that were not selected this year, keep the faith, your time will come. Stay safe-stay Navy.

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### PH - Manning Statistics, continued

#### Retention

| <u>Rate</u> | <u>Retention</u> |
|-------------|------------------|
| First term  | 52%              |
| Second term | 39%              |
| Third term  | 68%              |

Remember, you can find additional information regarding the PH rating at <http://www.persnet.navy.mil/pers2/n132d10/ph>.

I would like to congratulate PH2 Pendergras, PH2 Banks, PH2 Barry, and JO2 Strawer for being selected to attend the Advanced Photojournalism Training Course at Syracuse, N.Y. The field was highly competitive and they are most deserving.

PHC(AW/SW) Thomas Coffelt  
PH Detailer  
PERS-404DL

PRCM(AW) Larry Zavada  
PR Detailer  
PERS-404DM

# NAC - Do Your Research and Call Us

Hello, I'm Lt. Timothy Parker. I reported aboard in April after departing VP-45 in Jacksonville, Fla. I have over 12 years of Naval experience in both the enlisted and officer ranks, and am ready for the challenges associated with being a rating assignment officer. I look forward to working with you, the customer.

I have had the opportunity to meet all the detailers working in PERS-404, and they are an outstanding group of professionals. All of us in PERS-404 are dedicated to providing you with the information required to make sound career decisions. Information and communication are the keys to a successful detailing process, helping us provide you with exceptional service. There are many tools available to help you do your homework prior to contacting your detailer.

When you are 12 to nine months from PRD begin to draw up a short list of jobs, keeping in mind career goals and job availability. JASS is an invaluable source of information. It is the latest that your detailer has to

offer. There is no need to contact your detailer prior to nine months unless you and or your family have special needs.

When you are between nine and six months from your PRD, contact your detailer via phone, E-mail or command visit. Contacting us early in the negotiation window provides the greatest benefit to both you and the detailer. Waiting until the seven month mark means that you have lost two whole months of negotiations and jobs! You should be under orders at the six-month mark.

We want to help you get the billet you desire. Make your desires a reality through good planning and communication. We here in PERS-404E want to hear you say, "Navy Life...Getting Better Every Day!"

*LT Timothy Parker  
NAC/AM Rating Assignment Officer  
PERS-404E*

## Great Incentives for Aircrewmembers

Why stay Navy and continue to Fly Navy? That is a question that many of us have asked or will ask many times over our careers.

There are a lot of factors that go into making the career choice to stay Navy. For most of us, the concern was/is whether to take a shore duty flying billet and possibly hurt our career, but still draw flight pay; or go to a shore duty non-flying billet which would be good for the career, but lose flight pay.

Well, that concern has been squelched, and we aircrewmembers don't have to worry about that anymore with the implementation of CEFIP (Career Enlisted Flyer Incentive Pay). NAVADMIN 329/99 announced CEFIP and established the guidelines under which CEFIP is to be administered. As quoted from the

NAVADMIN, "The Navy supports CEFIP as a tool to retain enlisted



Naval aircrewmembers and keep them in aircrew/critical aviation-related assignments throughout their career." This means that career-minded aircrewmembers can now go to a non-flying shore billet, do the right thing for our careers, and continue to draw flight pay as long as we remain physically qualified (up chit) and meet the gates as set forth in NAVADMIN 329/99. The gates are set up to allow a normal rotation pattern from sea duty to shore duty.

Keep in mind that this does not mean that all aircrewmembers will be able to go to a non-flying billet for shore duty, as there will still be valid shore duty flying billets that will have to be manned.

If there are any questions concerning gates or how much \$\$\$ CEFIP you should be drawing, please contact me or refer to NAVADMIN 329/99. Until next time, stay Navy, Fly Navy....Go aircrew!!!

*AVCM(AW/NAC) Marc T. Olson  
IFT/EWOP/RM Detailer  
PERS-404ED*

# P-3/E6 Flight Engineers Needed

As usual, we currently have openings for the Flight Engineer Program (both P-3 & E6) platforms along with the E6 Reel Operator Program. Let me touch some advantages of going aircrew.

**1. CEFIP (Career Enlisted Flyer Incentive Pay).** This program allows the career aircrewman the flexibility to take a non-flying billet and not get penalized, thus you will still get flight pay during these tours.

**2. Advancement.** Records show that aircrewmen (contrary to popular belief) normally advance at a faster rate than the normal rated person (two points are awarded towards the advancement exam for Naval Aircrew wings).

**3. Travel.** Where else, or better yet, who else is going to pay you to fly around the world stopping at remote sites?

**4. SRB.** Currently the 8251(P-3 Flight Engineer) is getting a level 2 for Zone A and 3.5 for Zone B. 8235 receives 2.0 for both Zones A and B.

**5. SDAP (Special Duty Assignment Pay)** is currently \$75 for the P-3 flight engineer.

**Preparing the package.** This is very easy and once completed should be mailed to your current rating detailer (fax a copy prior to sending the original). This allows your rating detailer to put a chop on it. They do try and approve every package that is humanly possible. The following will need to be included in your package:

- 1306 requesting the Flight Engineer/Reel Operator Program (if applying for the Flight Engineer Program, please specify your first and second choice of platform (i.e.

1. P-3, 2. E6). This does not guarantee a platform, although I will do what I can to get you what you want provided it is available at your PRD.

- Class II swim qualification.

- Full flight physical (ensure block 77a is checked and signed by a Naval Flight Surgeon).

- Evals 3.0 or greater with no NJP or PRT problems within the last three years.

- ASVAB scores:

AR+GS+2xMK>196.

*AECS(AW/NAC) Saylor  
P-3/E6 Flight Engineer and  
Reel Operator Detailer  
PERS-404EH*

*AD3(AW) Dustin McGrath  
and AN Greg Kearny, both  
assigned to VFA-131,  
review maintenance  
procedures on an F/A-18  
Hornet aboard USS  
DWIGHT D.  
EISENHOWER (CVN 69).  
U.S. Navy photo by PH3  
Josh Treadwell.*



# AME - Efforts Underway to Improve Quality of Life, Retention



Greetings fellow AMEs. The first thing I noticed when I became your detailer was the astonishing rate at which our first-term personnel are leaving the service. First-term retention rate is at 27 percent, which is lower than the Navy average of 29 percent. This will create a hollow force at the second and first class level in years to come. It seems a booming economy is the main reason they choose to leave the service at the end of their first enlistment. In my short time assigned here, I have also spoken with a few of these Sailors who come back into the Navy after several months of being out. Most say they did not realize what they had before they got out and now want to be "career Sailors." I understand Navy life is not for everyone, however great strides are being made to improve quality of life and retention issues. Our elected officials are also addressing these issues and increasing pay and retirement benefits. Currently, AMEs have SRB incentives for both Zone A and B eligible personnel, and a 100 percent advancement opportunity for AME3. GUARD III has been replaced with GUARD 2000, which offers more incentives for our first term personnel. See your career counselor for details on these subjects. I assure you, it will be worth your time.

Retention rates for second-term personnel are at 57 percent, up from the Navy's 46 percent. Third-term personnel are at 54 percent, also up from the Navy's average of 45 percent. Advancement rates have been 50 percent for E5, 21 percent for E6, and 24 percent for E7. I'm concerned because I continue to see first and second class petty officers with 10 to 12 years in, sitting on the

fence trying to decide what to do. The only advice I can offer is to make the best of your situation and focus on the positive in order to achieve success and happiness in the Navy. Take advantage of MWR facilities and services, tuition assistance, travel to exotic locations, and the job satisfaction our rate offers which preserves and saves lives.

A big concern in our rate has been the issue of allowing strikers to become AMEs. This was done as a trial run early in 1999 and we had a net of 30 strikers make AME3. Those who PNA'd the test were not approved to be AME strikers. "A" school has always been a requirement to become an AME and is near and dear to many hearts. There are many good reasons both for and against this issue. In April 2000, this will be addressed at the Maintenance Training Requirements Review Conference in Pensacola. I will address the outcome in the next *LINK* article.

I have one request of you in closing. When negotiating for orders utilize JASS; however, I still encourage you to contact me by phone. I welcome the opportunity to speak with you. I can also be reached via E-mail if you prefer. Numbers and addresses are in the back of *LINK*. Until next issue, stay safe and keep 'em flying.

*AMEC(AW) Brian DeRitter  
AME Detailer  
PERS-404EK*

***LINK* is printed at the rate of  
one copy for every five Sailors.  
Please read it and pass it on!**

# YN - Reenlist to Become a Flag Writer

Are you in a job that doesn't challenge you from day to day? Are you looking for a change? If so, the flag writer (NEC 2514) community may be for you. A flag writer is a specialized yeoman assigned to the personal staffs of flag officers, Senior Executive Service (SES) civilians, and in some cases joint and foreign officers.

Flag writers are exceptional performers whose special dedication will be rewarded with challenging assignments, outstanding upward mobility, and self-satisfaction. Flag writers manage schedules, plan and arrange flag-level travel, prepare official and social functions, and draft and edit flag-level correspondence. Assignments of flag writers are made on a highly personalized basis and are usually not subject to normal rotational constraints.

After successful completion of the YN "C" School in Millington, Tenn., a yeoman will be awarded the

2514 NEC. Flag writers have the opportunity to be stationed around the globe – wherever there is a flag or general officer and a YN-2514 billet.

If this sounds like a good career change for you, contact the flag writer detailee.

*YNCS(SW) Darwin Brown  
Flag Writer Detailee  
PERS-405CD5*

# YN - GUARD 2000 Can Help You Stay Navy

Some good news for the YN rating is the new GUARD 2000 program! The new guidelines will give you and your detailee more leeway in assigning you to your desired billet. GUARD 2000 lets you negotiate for billets in the top 75 percent (for first termers) of the valid requisitions vice the previous top 20 percent. The further down the list of reqs you go, the more time on your reenlistment you must be willing to commit in return.

Remember you are only authorized to use GUARD twice during your career. You can use one on your first reenlistment and the second must be used prior to your 17<sup>th</sup> year of service. If you don't use your GUARD for that first reenlistment, you lose it. Contact your detailee to discuss your options and make it beneficial to stay Navy!

*YN1(SW) Smolens  
YN E5/E6 Detailee  
PERS-405CD2*

# PN - We're Getting Better Every Day

We are embarking upon a new wave of consistent advancement opportunities. For those desiring advancement to chief petty officer and beyond, outstanding performance on sea duty is your best ally when your name hits the selection board table. This is food for thought on making future career decisions.

All PRD adjustments from the February sea/shore tour changes for the PN rating have been completed and should be reflecting on your EDVR. If you have any questions

concerning the effected change please call or E-mail us. If your PRD still needs to be changed due to an obvious error, simply call or E-mail us for a correction.

We are receiving a lot of questions concerning the new GUARD 2000 NAVADMIN. Anyone interested in using the expanded opportunities of a GUARD reenlistment, contact us to discuss your options nine months prior to your PRD. Our number one goal is retention of a quality corps of

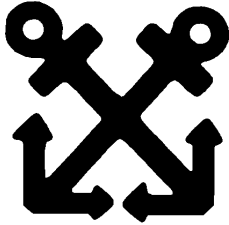
personnelmen, and the GUARD 2000 program provides an excellent opportunity for you to stay Navy and get a wider variety of billet choices. Keep studying hard and striving for the warfare devices!

*PNCS(SW) Southall  
PN E5/E6 Detailee  
PERS-405CE1*





# BM - Consider Special Programs When Negotiating Shore Duty



If you're rotating to shore duty I challenge you to think long and hard about Special Programs billets. These critical jobs offer the chance to grow professionally while maintaining a competitive edge for advancement. As most of

you know, detailers are currently screening Sailors rotating from sea duty for Shore Special Programs positions in recruiting, as recruit division commanders (RDCs), in physical security, and as instructors at the Navy's Service School Command.

There are numerous benefits being offered to aid in your decision making process. Recruiters earn special duty assignment pay of \$375 a month, credit for sea duty while serving in certain locations, reimbursable expenses, and meritorious advancement for exceptional performance. RDC's also get special credit depending

on the number of classes supervised. Contact your detailer for more information on these and other great Navy opportunities! Stay Navy!

*BM1(SCW) Hoening  
BM E4 and Below Detailer  
PERS-405DC3*

# JO/RP - Improving Our Retention

Hello! I'm your new JO/RP detailer, JOCS(SW) Katie Suich, arriving from duty as Officer In

Charge, American Forces Network in Sigonella, Italy. Fair winds and following seas to JOCM(SW) Lovato who departed in June to serve as Senior Enlisted Advisor to the Chief of Information.

Our toughest issue over the last couple of years has been improving our retention. We've done pretty well on the RP side, but less so in the JO ranks. The good news is that we have some new tools to help you make the decision to stay Navy! The GUARD 2000 program improves our flexibility to get you the assignment you want in return for a commitment to stay on active duty for at least four years. Additionally, advancements are improving with each cycle and it's truly a great time to be a United States Navy Sailor!

You can be a part of the retention solution by contacting me to discuss your improved and exciting options. Stay Navy!

*JOCS(SW) K. Suich  
JO/RP Detialer  
PERS-405CF*

# LN/NC/DM - You've Got More Control

Hello, I'm LNCS(SW/SCW/AW) Connie Cox, reporting aboard from NLSO, Naval Support Activity Mid-South. Farewell and following seas to LNCS(SW/AW) McAdams as he moves on to new challenges and adventures.

The new GUARD 2000 program provides increased flexibility as we discuss your next assignments in exchange for a commitment from you to remain on active duty for at least four years. We now have greater latitude in what billets we can authorize for all Sailors, as well as waiving some sea time for first-termers. Contact your detailer to discuss options and get more information on how to stay Navy!

*LNCS(SW/SCW/AW) Connie Cox  
LN/NC/DM Detailer  
PERS-405CG*



# QM - Considerations at EAOS

Decision time is here. You have one year left on your enlistment and you're not sure about staying Navy. As you decide, remember this. Every week we receive phone calls from prior QMs who want to come back. Civilian life just wasn't what they expected, and in many cases the decision to get out was made in haste. The costs of getting out are high with loss of selective reenlistment bonus (SRB), Time in Rate (TIR), and acquired sea time. The worst is that you lose time in rate for advancement purposes. We know times have been tough, but things are getting better everyday in our Navy and they will continue to do so. Advancements are increasing, time underway is being cut down, and ships are in more duty sections than ever before.

Contact your career counselor and talk with us early; let us know what your thoughts and desires are. We are here to help you and can present options that you may not have considered. So before you get out, ask questions, get answers and

think clearly. You have been asked all of your first enlistment to follow orders and you have proven that you can be a follower. Now take control of your career, reenlist and let us make you a leader in the world's most powerful and best Navy. The United States Navy is an honorable

profession and a Sailor is always looked up to, respected and admired. Stay Navy!

*QMC(SW) S. Sisung  
QM E5 and Below Detailer  
PERS-405DE1*

# MA - The Beat Report



This *LINK*'s overall theme is retention, with an emphasis on reenlistments. Today the MA community is short approximately 250 people; and at only 40% manning for MA3s, you can see the need to retain quality people within our rating.

As a Master-at-Arms, you have the opportunity to attend several specialty schools including the Military Police Investigator Course at Fort Leonard Wood, Mo., and the Correction Specialist, Military

Working Dog (MWD) Handler, and MWD Supervisor Courses at Lackland AFB in San Antonio, Texas. You may work with local civilian law enforcement or the Naval Criminal Investigative Service, as well as have the opportunity to live overseas in Japan, Italy, Greece, Spain, Korea, Guam, Germany or Puerto Rico.

The new GUARD 2000 program and a fresh SRB for MAs will allow us to be more flexible in getting you the job you want while keeping our rating manned with high quality law enforcement professionals. Contact us to discuss options and get information on how to Stay Navy!

As a final note, fair winds and following seas to MA1(SW) Driscoll who has completed his tour at NPC as your detailer. I am MA1(SW) Jones, coming from NSA Gaeta, Italy, and am looking forward to getting to know you and help you get the career enhancing billets and training you desire.

*MA1(SW) Jones  
MA E6 and Below Detailer  
PERS-405DF1*

# SM - Your New Detailer

Farewell and following seas to SMC(SW) Reese as he departs to be a plank owner on USS RONALD REAGAN (CVN 76), and welcome aboard to SMC(SW) Ron Matous who joins us from ATG MIDPAC in Pearl Harbor, Hawaii.

It's a great time to be a signalman in the United States Navy. Sea time has been reduced, ships are in more duty sections than ever before and the SRB has increased. Addi-

tionally, the GUARD 2000 program gives us greater flexibility to get you the assignment you want in return for a commitment by you to stay Navy for at least four years.

Contact your career counselor and detailer to discuss these outstanding options and find out how to be part of the retention solution.

*SMC(SW) R. Matous  
SM Detailer  
PERS-405DD*

# MS - Is There a Way to Get Mayport?

Looking for your next set of orders? Trying to get a specific geographic location, type ship or homeport for sea duty? Then GUARD 2000 may be for you.

The new GUARD 2000 Program offers two guaranteed assignments within a 20-year career for all active duty USN, USNR-R (TAR), and USNR personnel in return for a four-, five- or six-year reenlistment. Check with your command career counselor (CCC), or call us for more details.

It is also very important to diversify your career to be competitive for advancement with billets like overseas duty, recruiting duty, instructor duty, and recruit company commander. If becoming a commissioned officer is your goal, then

Officer Candidate School (OCS), Enlisted Commissioning Program (ECP), Seaman to Admiral, Naval Academy (USNA), Broadened Opportunity for Officer Selection (BOOST) or Limited Duty Officer/Chief Warrant Officer (LDO/CWO) may be the right option for you. See your CCC for details.

Many times in our career we don't give enough thought to the options that we have. At times, you've probably asked yourself, "Do I want to stay in the Navy and make it a career, or do I want to get out at my EAOS?" This is pretty big decision to think about.

You have a lot of choices and there are programs available to better yourself while in the Navy. Wherever you are currently sta-

tioned, there are education programs available to obtain a degree. Navy College offers Tuition Assistance (TA) and Program for Afloat College Education (PACE). The Navy has already provided you with initial training, which has the potential for college credit. So make a commitment to yourself and get the "credit" you deserve!

As always, the key to getting orders to your ideal location is governed by a several of factors. The best way to get what you want is by communicating with your detailer! Start your negotiations nine months from your PRD. Do not wait until you are seven months out to look at JASS. You should apply as soon as you hit the nine-month mark!

We would like to welcome MS1(SW) Joe Kavanagh, reporting from USS HUE CITY (CG 66). He has relieved the MS3 and below sea duty detailer and is looking forward to working with each and every one of you. He wants to hear from you and is standing by to discuss your plans, goals, hopes, and dreams – call or E-mail him!

As my tour here at NPC comes to an end I would like to give thanks to all my fellow detailers and shipmates in the fleet for your overwhelming support. My tour has been very challenging and rewarding. At this time I would like to welcome aboard MSC (SW) Ecobiza, from USS DENVER (LPD 9). God bless and full speed ahead. See you in the fleet.

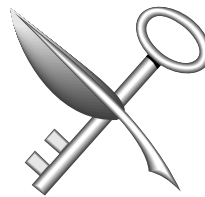
# SH - New Detailer Arrives

Hello my fellow SHs. I am SH1(SW)Roxas, the new SH2 detailer relieving SH1(SW) Flores who is retiring after 20 years of service to our great nation. I'm reporting from one of the finest cruisers stationed in Yokosuka, Japan: USS CHANCELLORSVILLE (CG 62), and with 12 years in the Navy, my goal is to make sure I serve the SH community well. It is my distinct privilege to serve all of you.

Please contact me as you reach your nine-month negotiation window with any questions or concerns you might have. I'll be more than glad to assist you with your personal and career goals. Also, make sure to include your command career

counselor and chain of command in your detailing process, as they are invaluable sources of information and will also assist you in your career decisions.

Last, but certainly not least, keep GUARD 2000 in mind when approaching your EAOS/PRD. We now have much greater latitude to help you get the assignment you want for a four or more year reenlistment.



*SH1(SW) Roxas  
SH E5/"C" School Detailer  
PERS-405ED1*

*MSC(SW) Hill  
MS E5 Shore Detailer  
PERS-405EC4*

# PC/LI - Don't Waste Your Chances

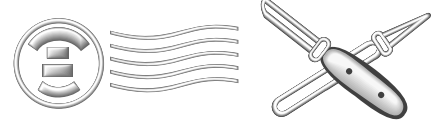
As I prepare to move on, I wanted to take this opportunity to thank you for making this a most incredible tour for me. It has been an absolute pleasure to serve each and every one of you. My relief, PCC(SW) Santos, is reporting from NSA Naples, Italy and brings with him a very diverse background of shipboard and overseas assignments. Please support him as he steps in as your representative here at NPC, and I look forward to meeting many of you in my next assignment.

Let's discuss your career now and the new opportunities available to you. As many of you know now, GUARD 2000 offers many opportunities to get that billet you have always wanted. Please contact your career counselor or me for specific details regarding this program. You may also have noticed an increase in the number of advancements at all paygrades in recent cycles. This trend should continue as senior personnel are advanced or retire and make room for everyone to move up. I just want to take this last opportunity to challenge you to strive to be the best you can. Take the

hard job and make the very most of it.

Don't waste the chance to get a

warfare pin when you are junior. Do it early, as it pays for itself throughout your career. LISN(SW) or PCSN(SW) are signs of achievement beyond the expected!



I would also like to tell everyone in the lithographer rating in particular what a pleasure it has been to represent you here at NPC. Efforts to improve advancements and even maintain billets have proven to be difficult at best. I wish each of you the very best as you continue with your challenging careers.

*PCCS(SW) James A. Collins  
PC/LI Detailer  
PERS-405EE*

# DK - The Essentials of Retention

Retention is a word that your career counselor, chain of command and I use to describe the number of people staying in the Navy. The important term for you to remember is career management.

Career management is the big picture. It is what you want to ultimately accomplish during your Navy career. Whether it is six-, eight- or 20-plus years, you should have some long-term goals. The only thing to prevent you from reaching your goals is yourself. In other words, what is your career management plan? It should include the following:

- Sustained superior performance at sea.
- Studying for and doing well on your advancement examinations.
- Obtaining your warfare pin.
- Community service projects/off-duty education.
- Helping your shipmates do their best.
- Maintaining a high degree of physical readiness.

*Career management is the big picture. Whether you plan a six-, eight-, or 20-plus year career, you should have some long-term goals.*

- Searching out and taking the hard jobs.

It is also my sad duty to inform everyone that it is my time to transfer soon. I will be transferring in

September to report to USS LAKE CHAMPLAIN (CG 57), homeported in San Diego. I am anxiously looking forward to this opportunity, due to the many changes that have occurred within the DK rate over the last three years. I have truly enjoyed the opportunity to serve as your detailer, and I look forward to working with you all in

the fleet. My relief, DK1(SW) Haizlip, is due to report the end of July from USS NORMANDY (CG 60) in Norfolk, Va. I hope that you all continue to give him the support and understanding that you have exhibited for me. Thanks again, and I will see you in San Diego.

*DK1(SW) Ben Parran  
DK E5 and Below Detailer  
PERS-405FE1*

# SK - It's Good to be a Storekeeper

Teamwork has always been the bedrock of all Navy operations. We are a diverse organization made up of different talents and specialties. Most of us probably had input on what rate we wanted to be, and with some help from our recruiters, were able to hone our choices, hopefully close enough to what we originally intended to be.

The storekeeper rate offers lots of opportunities, both in diversity of jobs and of possible duty locations. Probably based on supply types' high ASVAB and IQ scores across the board, I have always thought "SK" meant "Superior Knowledge."

Storekeepers do a myriad of interesting and challenging tasks: from financial management and contracting to cargo routing and material support for complex, highly

critical shipboard and shore-based systems. I always take pride in the fact that a good technician is only as good as his supply petty officer that gets the correct part from the S1 storekeepers. Asset and logistics management, in the current days of dwindling budgets and other cost cutting requirements, require excess material reutilization and almost perfect inventory management. Both are areas where storekeepers certainly are the subject matter experts and can easily shine - getting recognition while positively impacting their command.

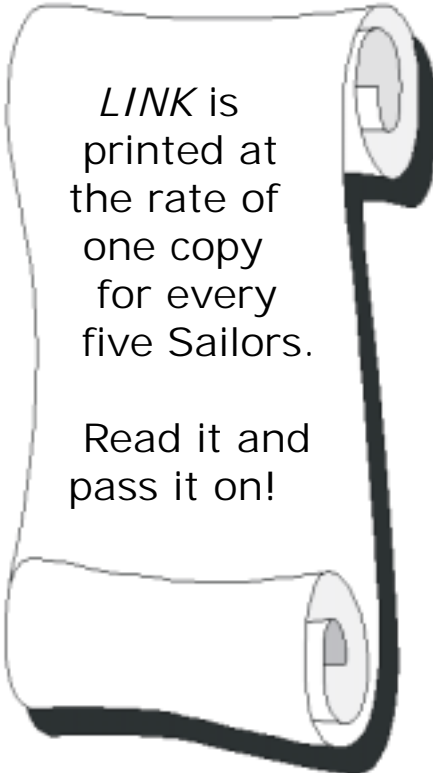
And to go further, the opportunities that the storekeeper rate offers extend beyond your haze gray and underway active duty days. In today's world of high technology, ex-storekeepers can use their SNAP II and SUDAPS training working for such lucrative firms as FEDEX or UPS, and having your ATOC (Air Terminal Operations Center) or warehousing experience documented in your resume will certainly put you above your peers. If you are interested in the highly competitive

and demanding environmental or hazardous material/waste management fields, the civilian HAZMAT world is wide open.

Choices of widely varied assignments for storekeepers are almost limitless. We have storekeepers prowling the most remote seas on the Navy's newest Seawolf submarines, and we have storekeepers assigned to contracting offices in downtown Singapore. We have storekeepers at overseas bases all over the world, just like we have storekeepers on all ship platforms. Any day is certainly a great day to be a storekeeper.

Last, but certainly not least, a hearty congratulations to all recently advanced senior and master chief petty officers. To "don the hat" and reach this significant milestone is truly satisfying, and is the reward for hard work and a direct result of your personal accomplishments!

*SKCS(SW) Enrique M. de la Cruz  
Senior SK Detailer  
PERS-405FC*



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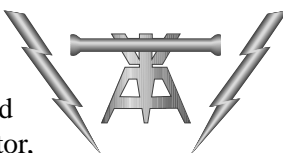
- Rating roadmaps (credit for your Navy training).
- Lists of participating SOCNAV colleges.
- Order your personal SMART transcript.
- Earn credit through CLEP, DANTES and RCE exams.

<http://www.navycollege.navy.mil>

# FC - Do Your Part for Retention

There is absolutely nothing magical about retention of fire control personnel or any other rating in the Navy. We, as enlisted leaders starting with the FC3 up through FCCM, must provide our Sailors every opportunity to excel. If the Sailor understands that his chances for upward mobility are much better than the civilian sector, that Sailor will remain in the Navy.

What can you do as a Navy leader to ensure that your Sailor stays Navy? Provide your Sailor all the necessary information (i.e., pay, housing, career path training, etc) to make an informed decision, the Navy or civilian life. Don't rely on the career counselor to be the only leader concerned with your Sailors' welfare! Then,



if the Sailor decides to exit the Navy, remember that you did your best. Your attention and interest in the welfare of that first-term Sailor is probably the most influential factor in their retention decision. Be informed and share that knowledge with your people.

We now take a moment to welcome aboard FCCS(SW) Burch who comes to us from USS CONSTELLATION (CV 64). He will be working as Pacific Fleet E1-E6 detailer.

*FCCM(SW) Cherry  
FC E7-E9 Detailer  
PERS-406CF*

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# GM - The Return of Proficiency Pay

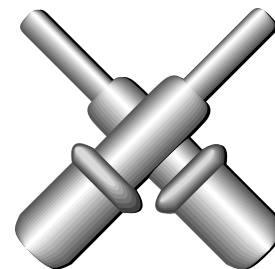
In the past few years our rating has seen some tough times in the areas of advancement and retention. In an effort to try to improve these, the Navy has introduced some new measures to try to help both. The grip on advancements seems to be loosening up. Master and senior chief numbers increased by 13 percent this cycle, and we are expecting to see an increase of 50 percent in our next cycle of chief advancements. With these openings we will finally see an increase in opportunities at the E5/6 level. This is welcome news!

Recently, two new programs have been introduced to help you with your next assignment. For Sailors wanting to end their shore duty early, a new program has been introduced that may be just what you are looking for. If you are willing to end shore duty early and take a two-year unaccompanied or three-year accompanied tour on a ship overseas you will be guaranteed the coast of your choice for your follow-on tour. As long as you have completed 24 months or more of your shore tour you are eligible! See NAVADMIN 053/00 for details.

The other is GUARD 2000. This new program can help you roll off of your current sea tour early! This program has replaced the old GUARD III program and is designed to give the first-term Sailor a chance to request the location or ship type of their choice and

reduce the amount of sea duty remaining on their current tour. Sailors willing to reenlist for four to six years can have up to 18 months cut off of their sea tour. This request must be for a valid billet and can not negatively affect the manning of your ship; however, if you qualify you could be on shore duty before you know it.

FLASH! Long missing from our rate, proficiency pay is now back in for the GM rating. The Navy has approved a monthly bonus for all gunners serving in NEC 0983 shore duty billets. These advanced VLS billets are available for chief gunner's mates on both coasts and can be found in the JASS system when available. For more information on these programs and others contact your career counselor or give us a call.



*GMCS(SW) Hughes  
GM E7-E9 Detailer  
PERS-406CG*



# OS - Better Advancements to CPO



Hello from the OS rating lead. Just a quick note about the changes we have had here. OSCM(SW) Gosnell has officially retired, and I have relieved him as the OS rating

lead and E7/8/9 detailer. I hope to bring my experience from a year-and-a-half of detailing E5/6 in the Pacific Fleet to the CPO community. The OS shop understands our commitment to the fleet and to the individual Sailor, and we will work harder than ever to get Sailors the orders they desire. With that in mind, below are a few issues we have been working recently.

**Advancements.** Especially at the OSCM and OSCS ranks, advancements have risen sharply in the last year. Congratulations to the 21 new master chiefs and the 77 new senior chiefs. We expect above normal advancement to chief petty officer this year. The main reasons for our increases have been the number of OSC/OSCS selected for LDO/CWO programs and the number of personnel transferring to the Fleet Reserve.

**GUARD 2000.** The new GUARD program allows first-term personnel to waive sea time at reenlistment for shore duty. This change means it is more important than ever to keep NAVPERSCOM informed on the status of first termers. Each rating will establish guidelines for waivers of sea duty. All of the OS detailers will be able to provide you with those guidelines.

All OS E7/8/9 need to expect to be transferred from shore duty as much as three months early. Although we are advancing more personnel, we still have an abundance of gapped sea billets. We have also had numerous CPO requests for shore duty extensions. ENLTRANSMAN Chapter 3 clearly prohibits shore duty extensions, except in times of PCS constraints. Due to gapped sea billets a shore duty extension, for any reason (college, personal issues, retirement, etc), will be carefully scrutinized. Only sea-to-sea transfers and ATG personnel rolling to sea duty while eligible for shore have helped "keep us afloat."

**Out-of-window transfers.** Recently, many Sailors have asked about billets when they are out of the nine-month detailing window. Our response is always clear; we (the detailers) only look nine months into the future for billet management. Therefore, we cannot tell you what billets will be available beyond nine months, and

we cannot "hold" a billet. It is simply not fair to all other personnel.

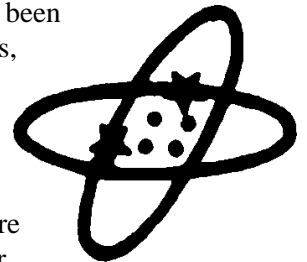
Finally, it looks like the rating is heading in the right direction. We still have an excessive number of OS1s in the rate, but with CPO advancements, retirements, and conversions (we are still letting OS1s change rates), we hope to give our large group of senior OS2s a better opportunity for advancement.

*OSCM(SW) Pritchard  
OS Lead Detailer  
PERS-406CQ*

## ET - Improving Our First-term Retention

Retention in the Navy has been a serious problem over the years, especially for our first termers. So far, FY00 has shown an upward swing for the Navy as a whole through March. Every day our phones are flooded with Sailors looking for advice concerning their careers. This is totally understandable with all of the recent updates to the reenlistment incentives out there now. However, the bulk of their questions could have been answered at the command's level. We as detailers give them good solid advice directly out of the Enlisted Transfer Manual concerning reenlisting via GUARD 2000, STAR, and even SRB. A lot of our retention numbers depend on the direction we steer our young Sailors with the information we make available at the deck plate level. Currently the newest retention item is the GUARD 2000, outlined in NAVADMIN 063/00. GUARD 2000 has replaced the GUARD III program. First termers may now request to waive up to 18 months of a PST, to be considered on a case-by-case basis. Approval of waivers will be based on the following:

- Manning of rate/rating.



*Continued on next page*

# IT - Staying for Location, Training

Leaving the Navy soon? I'll bet you have spent months preparing your resumes, conducting job searches, attending seminars and browsing every Web Site that will prepare you for that transition. How much time did you put into making the Navy a career? There are a lot of opportunities in the Navy too, but you have to do your homework. There are several incentive programs available and two in particular that should be considered.

GUARD 2000 is one, and obtaining an advanced school as a reenlistment incentive is another. GUARD 2000 has opened up more opportunities for Sailors to obtain a better selection of orders and the possibility of curtailing sea time. It will guarantee your choice of type of ship/aircraft, homeport (for sea duty) or geographical location (for shore duty).

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### ***ET - Improving First-term Retention, continued***

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- Amount of PST being waived.
- Amount of time obligating; in all cases, the reenlistment period will ensure at least one year of sea duty following the GUARD shore tour.
- Priority of requisition available to fill request.

*FCC(SW) Evans  
ET E1-E6 Pacific Detailer  
PERS-406DE3*

The second option is to submit a NAVPERS 1306/7 requesting a "C" school as a reenlistment incentive nine months to a year prior to your EAOS. This option is easier to accommodate if your PRD and EAOS match or are within six months of each other. Keep in mind, however, that we only guarantee you the school, not follow-on orders. If you ask for SATCOMM School and the only SATCOMM billet we have is in Rota, Spain, then orders will be issued to use that training.

Understanding the detailing process will alleviate some anxiety in your decision on whether to reenlist or make the transition to civilian life. Our advanced schools are in high demand. We may not have the quotas available for up to one year in some cases. If you wait until you are within six months of your PRD, waiting for the "ultimate" billet, then you are minimizing your opportunity to obtain a school in conjunction with your orders. If you select your orders when you first enter the nine-month window, then your chances are greater in obtaining the training. It is important to know if you qualify for the school you are requesting as

well. The ASVAB requirement to attend Information Systems Administration (ISA) NEC 2735 is CS + VE+ MK = 163, with a nine point waiver granted, 154 minimum. If you do not meet these scores and intend to request this NEC, you must retake your ASVAB.

Formal training should not be the only consideration to stay Navy, although it is usually the most important one. The Navy offers a variety of billets in various locations all over the world, and ITs are there. As most of you are aware, our rating policy is two CONUS tours to one OUTUS tour. This is necessary in order for Sailors to gain experience necessary to advance and excel within the IT community.

The system works if you know how to work the system. The Enlisted Transfer Manual is the rulebook of detailing. When everyone knows the rules, the process is easier. If you have questions, please contact your career counselor and your detailer for guidance.

*ITCS(SW) E. Arthur  
IT E5-E6 Atlantic Detailer  
PERS-406DR5*

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**[link@persnet.navy.mil](mailto:link@persnet.navy.mil)**

# STG - At the Decision Crossroads

Are you at a crossroads in life? Undecided on whether to take the civilian road or reenlist? You might want to talk to the detailee before you depart the Navy and end a promising career.

I can think of several reasons for reenlisting. A few are diversity of locations, unique training,

bonuses, improved benefits and retirement. If location is what you desire, think of the many places STGs are stationed such as San Diego; Dam Neck, Va; Yokosuka, Japan and St. Mawgan, England. If it's training, the sonar rating offers several maintenance and supervisory pipelines for qualified individuals.

For the highly motivated Sailor looking for interesting and challenging, assignments like recruit division commander, Equal Opportunity Program Specialist, Naval Leadership Development (NAVLEAD) Instructor, and Navy recruiter are offered in Shore Special Programs. Programs in place to aid in securing an assignment to a valid billet are the Guaranteed Assignment Retention Detailing (GUARD 2000) program and the Reenlistment Incentive Program. Your detailee and career counselor can assist you in the nomination process for special assignment or help you prepare your GUARD/ reenlistment request.

*STGC(SW) Stelling  
STG E1-E6 Detailee  
NPC-406EU3*

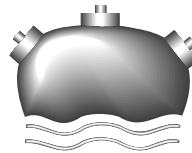
# MN - Get the Correct Information First

What incentives are prevalent for retaining you in the Navy? Every Sailor's priority is different. Working with Sailors to get the information they need affects both career enhancement and retention.

**Command Retention Teams.** Effective Command Retention Teams are the key ingredients for retention. Properly organized, efficient teams directly reflect the support of the organization and everyone in the chain of the command. When Sailors' questions about their careers go unanswered or they consistently get a standard response to their questions, "Go see the career counselor," they begin to wonder if anyone else knows anything or even cares about their careers besides the career counselor.

In addition to the credibility loss that can occur, the member may seek other, possibly unreliable, sources to answer their question. LPO's, LCPO's, CCC's, and division officers are instrumental in giving the Sailor information and direction.

There are many programs that can satisfy and benefit both you and the Navy. Selective reenlistment bonuses (recently announced in



*Continued on next page*

# TM - Think Small Ships

As you may well know, the TM rate is shrinking and getting more and more challenging for advancement. Accepting a sea duty billet is career enhancing. Currently the majority of our sea duty billets are on the West Coast and overseas. If you haven't been detailed to a small ship and you are an E6 and below, due to rotate, the best selection would be a DD, DDG or FFG class ship. These will give you hands-on experience with surface vessel torpedo tubes (SVTT), over the side handling equipment and one-on-one training that enhance your possibilities of advancement to the next paygrade.



In today's Navy it takes a well-rounded Sailor to excel. Some of the special programs available for you are; recruit division commander, recruiting duty, instructor duty and physical security. These programs allow you to earn unique qualifications that help you stand out in your peer group, as Recruiter of the Year or Master Training Specialist (MTS).

*TMCM(SW) J.L. Scott  
TM Detailee  
PERS-406EW*

# DT - Making JASS Work for You

Greetings, I'm DT2(FMF) Nicole Marquez, and I have the distinct pleasure of being the detailee for all E4 and below, 8732s, and 8783 dental technicians. It is my duty to ensure that every member I am responsible for has the opportunity to fulfill his or her sea and shore obligations with comfort and ease.

I would like to thank DT1(SW) Christine Anderson for providing me the tools to manage these communities. I wish her much success at BDC Sigonella, Italy.

I've learned that in order to support this role, I need to ensure every command and all active duty personnel understand my mission and goals. My strategy is to balance each UIC and all component UICs manning as close as possible to their allotted Navy Manning Plan (NMP). In addition, it is paramount for all



members to utilize their command career counselors, not only to apply for valid requisitions in JASS, but also to explore all resources concerning your careers and career enhancing opportunities. They are your best link in the whole chain throughout your transitions.

Here are a few tips to remember about JASS:

- You should start applying for orders at nine months prior to your PRD. If you are unsure of when you should start looking at billets on

JASS, the back cover of *LINK* magazine lists PRD windows.

- You must be under orders six months prior to your PRD.
- Priority billets must be filled first.
- New requisitions are posted on JASS every two-three weeks.

Command career counselors can submit applications in JASS. Please remember it is my job to work with you to try and satisfy both your needs and the needs of the Navy. Keep in mind a varied tour in different commands means a better chance for promotion and personal/professional growth.

For the short time I have been here at Navy Personnel Command I have noticed a significant need for retaining our shipmates. Each active duty member is valuable to the Navy. If you are in need of a challenge and find yourself restless with your current assignment, consider one of our challenging "C" schools. I sincerely encourage you to contact your career counselors and research all facets of the dental technician rating. Every "C" school package is taken into serious consideration.

I plan to dedicate the next three years to providing you with the ultimate in customer service. Your careers are important to me. I'm looking forward to working together to help you find and make the best decisions for you and your families.

*DT2 (FMF) Nicole Marquez  
DT E4 & Below, 8732/83 Detailee  
PERS-407CD2*

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### *MN - Get the Correct Information, continued*

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NAVADMIN 058/00) are at an all-time high for minemen. This is a big plus for eligible personnel. "What incentives are prevalent for retaining you in the Navy?" Medical and Dental care for the family, travel to different parts of the country and the world, challenging job assignments, patriotism and pride in service, reenlistment incentives (ENLTRANSMAN Chapter 8), assignment to special programs (ENLTRANSMAN Chapter 9) and military retirement benefits.

Get the most out of your present duty station by taking

advantage of available opportunities. When assigned type 2 or 4 duty earn the ESWS, and other important shipboard qualifications. When on shore duty seek off-duty education and community involvement. Maintain a positive team and/or leadership role in both instances. Seek increased responsibility and maintain superior performance at a variety of duties will lead to.

Navy life... it's getting better every day!

*MNCS(SW) M. W. Thanscheidt  
MN Detailee  
PERS-406EM*

# HM - "C" Schools Fill Up Early

First off I would like thank all of you who accepted the challenge and applied for the advanced medical training that Navy Medicine has to offer.

We still need to continue to set the standard to build an even stronger foundation for the future of the Hospital Corps. Together, we filled over 65 percent of our "C" school seats for this fiscal year by January 1, 2000. Three of our schools, HM 8432 Preventive Medicine, HM 8402 Submarine Independent Duty Hospital Corpsman and HM 8479 Basic Bio-Medical Technicians were all filled as of Jan 1. Requests for schools continue to arrive faster and faster everyday.

The board schools requests for FY01 was overwhelming, which made the selection process very difficult because of the level of training in medicine that has been made available for hospital corpsmen to train and perform. In the future we see the quotas increasing for the board school, which means now is the time to start looking at these schools and searching out which prerequisites are required for not only applying, but also getting selected.

Many of our "C" schools were offered follow-on orders to satisfy the training and duty stations after students received the NEC. Over 260 applicants were approved for high year tenure (HYT) waivers with approved "C" schools. Again, E3s can get an approved HYT for 10 years and E4s for 12 years with an approved "C" school request. Keep in mind when applying for school seats that you must be able to OBLISERV 36 months upon the graduation date of the school which you have been accepted to with the waiver.

Whether in a medical facility, at sea, or in the field with the Marines, let's continue to strive to increase the level of the corpsman's role as healthcare providers. Let's encourage one another, from basic corps graduate to the senior enlisted to keep the strong tradition of the hospital corpsman as strong and proud as we possibly can!

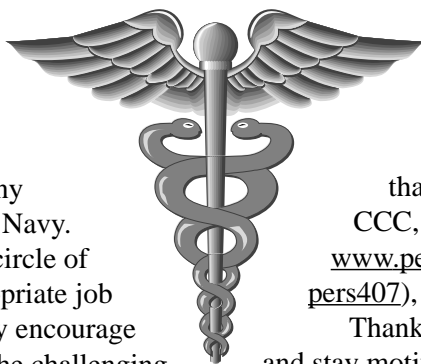
*HMC(SW/FMF) Maniece  
HM "C" Schools  
PERS-407CK*

# HM - Apply for the Tough Billets

Hello from the NEC section! I'd like to take this opportunity to thank each and every one of you who have reenlisted or extended and decided to stay Navy, if not forever, at least for awhile longer. I'd like to assist you in any way that I can to retain you in our great Navy.

Certain things that are within my circle of influence are to select you for the appropriate job when it's your turn to transfer. I strongly encourage you to go out of your way to apply for the challenging billets available: Ship, Marine Corps unit, or overseas duty. For some of our NECs, those opportunities are few and far between, so when they present themselves, contact your command career counselor and see if you are eligible to apply on JASS. If not, find out how you can make yourself eligible.

Here at the detailer shop, we can also provide you with advice on your career path; we promote NEC progression. If you have outgrown your current NEC,



find out which critical one you can apply for. You may also be eligible to archive your NEC to apply for a more challenging general duty billet.

Check out all the other incentives that are available to you by asking your CCC, access the NPC Web Site (<http://www.persnet.navy.mil/codes/pers4/pers40/pers407>), or contact your detailer.

Thank you for your dedication and attention, and stay motivated!

*HMC(FMF) Barbara M. Dwyer  
HM 8454/63/66/67/78/79/85 Detailer  
PERS-407CT*

# HM - Detailers Offer Negotiating Tips

It is time for me to bid you all farewell as my tour at NPC comes to an end. I would like to take this opportunity to thank every one of you for your cooperation and support over the past three years. Being a detailer has been a very memorable, challenging and rewarding experience. HM1(FMF) Jeff Hankins will be my relief. He is not new to P407; he's moving over from the HM "A" School desk. Please extend the same professional courtesy to him that you've given me during my tour.

As I depart, I'd like to leave you with some helpful hints. Start negotiating for orders early utilizing JASS. Once you hit your nine month window, contact your CCC to find out what billets are available to you. You basically have three months, six requisition cycles to get yourself a set of orders; we are required to have you under orders at your six month window. Be realistic in what you ask for. If you are on shore duty, submit your applications for sea duty and vice versa. You can utilize

our Web Site at <http://www.persnet.navy.mil/pers407/index.html> to look ahead at what type of duty stations may be available in your NEC; normally it matches what you see on JASS. If JASS is not available at your command, have your CCC or LCPO call the detailer to submit your applications. Don't forget to take those challenging duty assignments to increase your chances for advancement.

I wish you all the traditional "Fair winds and following seas!" It has been a pleasure serving you and your families. Hope to work with some of you real soon again out in the fleet. "Navy life...getting better every day!" God Bless you all.

*HMC(FMF) Patti Spencer  
8401/06/09/72/82 Detailer  
PERS-407CQ*

I am HM1(FMF) Jeff Hankins, and I've taken over detailer duties from HMC(FMF) Spencer.

Fortunately, I have talked to a lot of the career counselors already, from my time at the "A" school desk. I commend the work that the career counselors are doing in assisting us with the distribution process. With a combined effort we can keep good quality Sailors in the Navy. Let's keep up the good work!

I have talked to many people in my respective communities already, and I am very impressed with the Sailors that are seeking out the challenging billets whether they are on sea or shore duty. But let's keep in mind the sea/shore rotation and the need to remain on your respective rotation. So, when you get within your nine month window and its time for sea duty, then you should be applying for sea duty billets.

I am looking forward to the new challenge as your detailer. Also, I welcome any phone calls concerning career choices and look forward to hearing from you.

*HM1(FMF) Jeff Hankins  
8401/06/09/72/82 Detailer  
PERS-407CQ*

## HM - New 8404/0000 Detailer

Looking in the "rear view mirror," I can honestly say that my tenure in PERS-407 has been extremely challenging, most interesting and very rewarding. We've seen many issues and initiatives surface, and collectively worked around the ever-present realities of PCS/TEM DUINS shortfalls and mismatches. Despite these hurdles, our main objective was to properly man the fleet, ensure career progression, and whenever possible say "yes" to the talented and proudly serving members of the Hospital Corps team!

My relief, HM1 Paul Fitzsimmons, comes to us from a successful tour at MAG39, Camp Pendleton,

Calif. I can attest to his fairness, and concern for the welfare of our personnel.

In closing, I'd like to specifically acknowledge the splendid service of the 407 detailers and our admin staff, Enlisted Placement Management Center (EPMAC) and support personnel who worked in the trenches on a daily basis. May you only encounter fair winds and following seas during your Naval careers. Remember, "Navy life...it's getting better every day!"

*HMC H. Haag  
HM E5/8404/0000 Sea/Shore Detailer  
PERS-407CN*



# HM - Aerospace Physiology Techs

Are you looking for a challenge? Do you want to make a difference? Do you want to save lives? Do you have what it takes to instruct the Navy's finest? How about earning an extra \$150 a month and a selective reenlistment bonus (SRB)? Then become an Aerospace Physiology Technician (APT)! APTs make a difference everyday in the lives of aviators and aircrewmen. We train the fleet aviation force to survive in the air, land, and sea.

APTs provide instruction in aeromedical aspects of flight, emergency egress systems, personal survival gear/flight equipment, aircraft mishap investigations, laser safety, night vision devices, medical intelligence and water survival techniques.

APTs serve as inside observers (I/O) for the low pressure altitude chambers which are used to train aviators in the dangers of hypoxia, hyperventilation, and decompression sickness. They also use ejection seat trainers to train tactical aircrew on proper ejection techniques. APTs are the primary instructors in aviation water survival training. They operate the parachute in-water release trainer, helicopter hoist trainer, multi-place underwater egress (dunker) trainer and the shallow water egress trainer. APTs are instructors for the only

Navy centrifuge used to train tactical aviators in the dangers of G-forces applied to the human body.

APTs work in eight aviation survival training centers (ASTCs) located throughout the country. They serve as aeromedical safety corpsmen (AMSC), at sea duty, with the Marine aircraft wings and Marine aircraft groups both in CONUS and overseas. AMSCs work with aeromedical safety officers (AMSO) to provide night vision goggle (NVG)/Forward Looking Infra-Red (FLIR) System and LASER safety training for Navy and Marine aviators and aircrew. While serving as AMSCs they also have the chance to fly as aerial observers (AO) in various USMC aircraft and earn AO flight pay at the rate of \$150.00 a month. While serving as an APT, you also have an excellent opportunity for off-duty education. This rating is open to both males and females.

For more information, visit the APT Web Site at <http://bumed.med.navy.mil/med23/APT.htm>, contact your career counselor or call the HM-8409 Enlisted Technical Leader, HMC(AW/FMF) Steven G. Roach, at DSN 267-6185, Comm (858) 577-6185.

*HMC(FMF) Spencer  
HM 8401/06/09/72/82 Detailer  
PERS-407CQ*

# HM - Take Challenging Fleet Billets

Shipmates, this is my farewell to those of you I have detailed over the last three years. This has been a very demanding and challenging job. I have seen a lot of changes here in the bureau since I first reported in 1997.

First, JASS does actually work! I think by now most Sailors have adjusted to the new system and many have actually received orders they wanted from JASS. I do caution shipmates to apply only for billets they want and to use the system as soon as they are in their nine-month window. No detailer likes to send orders to an individual without negotiation, but, detailers must have Sailors under orders by their six month window. Detailers have the responsibility to work with the individual needs as well as the needs of the Navy.

As always, the fleet billets are our number one priority. Some of the NECs we detail have very few opportunities for sea duty (8434/95, 8503/05). When the opportunities are available these technicians they need

to take full advantage of them. Lab technicians have plenty of opportunities for sea duty; therefore extensions on shore duty are discouraged! Feedback from selection boards tells us that Sailors without warfare designators will have problems advancing.

Welcome aboard to your new detailer, HM1(SW/AW) Carnell Boyd, who is arriving from USS ENTERPRISE (CVN 65) in Norfolk, Va. Please continue to provide him with the great support you provided me. I am confident he will do a superb job!

As I head out to my next assignment onboard the USS LA SALLE (AGF 3) in Gaeta, Italy, I want to wish each and everyone a sincere "Fair winds and following seas." I look forward to working with you in the fleet!

*HMC Dawn Fuston  
HM 8434/95/96, 8503/05/06 Detailer  
PERS-407CR*

# Continue to Serve With Pride

For those who have not received E-mail from me, my AutoSignature is the JFK quote, "Any man who may be asked in this century what he did to make his life worthwhile ... can respond with a great deal of pride and satisfaction, 'I served in the United States Navy'."

I believe that, and I serve with pride each and every day as do you. Pride results from a feeling that what we do matters and pride, like morale, is mostly derived from within oneself.

We all joined the Navy for a variety of reasons ranging from saving money for an education or pursuing an education while in the service, seeing the world, improving oneself or learning a skill. For some, the years may have clouded the reason for joining, but the bottom line is that once we were in, the reason for being in the Navy was to *serve our country*. Remember, all the initial reasons for joining the Navy are secondary, whereas serving our country is, by far, the most important reason.

So what keeps us in? Enjoying an exciting or challenging job is great. Learning a highly technical skill is rewarding. Opportunities to

work and live in locations around the world are super. Experiencing a real sense of camaraderie as well as having leadership roles is outstanding. Those are all great and wonderful benefits, but remember; not everyone can always get the job they want.

Every job is not the best; however, every job is important and integral to mission accomplishment.

So again, what keeps us in? Why reenlist? Retain is defined by Webster as "to keep in one's pay or service." If money was our only motivator for staying in, we'd really be severely undermanned. Greater pay as a civilian is a temptation; however, pay raises and SRBs tend to neutralize any inequities. The Navy is not just a job, it is a commitment to a way of life, a life of service. We remain and reenlist in



## **PROUD TO BE NAVY**

the Navy for the same reason – to serve our country.

Serving with pride, that's what keeps us in. So stick around and stay Navy! Navy Life – Getting Better Every Day!

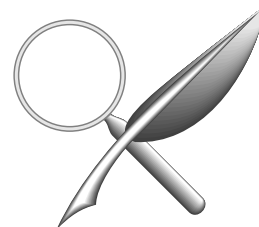
*LCDR Candace M. Knowles  
CT/IS/EW Assignments Branch Head  
PERS-408*

### **Change of address? Have a question?**

## **LINK E-mail address:**

**[link@persnet.navy.mil](mailto:link@persnet.navy.mil)**

# IS - Your Next Set of Orders



Congratulations to all the newly selected chief petty officers and petty officers. Your hard work and dedication will continue to pay off during your Naval career!

There is the perception that if you get the detailer's voice mail, your message goes to the same place the second sock goes when you do your laundry! If you receive the detailer's voice mail, be sure to leave a message with your social security number, phone number (either DSN or commercial) as well as a brief description of the issue, so we can get back to you. Please look at the JASS requisitions before calling about a billet, and be prepared to talk about options with what you are eligible for on that requisition.

Current policy states that the cutoff for negotiating orders is six months prior to your PRD. Once you enter the six-month window, detailers are required by policy to send you a set of orders based on requisition priority. This will allow ample time to complete applicable screening requirements, schedule household good shipments and meet manning requirements for deploying units.

E-mail is the best means of communication with the detailer. When using E-mail, include the five W's - who, what, when, where and why. Add your SSN in the

text of the E-mail to ensure a faster response. Observance of proper Naval protocol is always a must.

As you approach your PRD, there are some things to consider as you plan your next duty assignment. Remember to maintain proper sea/shore rotation. If it is time to go to sea, most of our billets are out of Norfolk, Va.; San Diego; Bremerton, Wash., and Japan. All the ships now have better quality of life, shorter work ups, more duty sections and great port calls. For shore duty, Hawaii, England and Miami, Fla., are always hard fills. Take advantage of overseas opportunities. Get on JASS and apply. Do a great job out there and have fun.

Welcome aboard to ISCS(AW/SW) Lavieri coming to us from USS KITTY HAWK (CV 63) in Yokosuka, Japan. His E-mail address is [p408cd@persnet.navy.mil](mailto:p408cd@persnet.navy.mil) and mine is [p408Cd1@persnet.navy.mil](mailto:p408Cd1@persnet.navy.mil) Fair winds and following seas to ISCS(AW) McNeil on his next assignment aboard USS BLUE RIDGE (LCC 19), home ported in Yokosuka, Japan.

*ISC(SW/AW) M. Finnerty  
IS E5 and Below Detailer  
PERS-408CD1*

## CTI - Career Lessons Learned

Shipmates, this will be my final article as the CTI E1-E5 Detailer. CTI1(NAC) Bill Keown from CSG Southwest Asia has been designated as my relief. Petty Officer Keown has a wealth of sea duty experience as both a Russian and an Arabic linguist. You will be left in very capable hands, and I wish Petty Officer Keown the best of luck in this assignment.

I want to take this opportunity to pass on "lessons learned" regarding career planning and progression. First and foremost, each of you must take responsibility for your own career. That means performing your duties to the best of your ability, setting clear and attainable career goals, taking the actions necessary to attain those goals and involving your chain-of-command in the process. Your LPO, chief, division officer and commanding officer all want to see you succeed.

Remember to involve your detailer in career planning. As your detailer, I want to help you attain your goals and see you succeed.

The assistance we provide you must be in accordance with the guidelines contained within the Enlisted Transfer Manual (ETM). Per the ETM, requests to extend onboard your current duty station when you are seven months from your PRD will, in most cases, be disapproved. By then, your billet will probably already have been filled, and if it is filled, extending you onboard would create an excess of Sailors. If you want to extend, submit the request in accordance with the ETM, but no less than nine months before your PRD.

Don't set career goals based on extending at your current shore duty, because simply put, it won't happen.

*Continued on next page*

# CTI - Important Translator Billets

The White House Communications Agency (WHCA) is an elite team of men and women representing the Army, Navy, Air Force, Marines and Coast Guard in relentless pursuit of providing worldwide telecommunications for the President. The WHCA currently has openings for Navy CTI Russian linguists here in Washington, D.C.

WHCA currently needs qualified E5 and E6 Navy CTI Russian linguists interested in working for the White House Translator Section. An individual's

qualification is determined by Defense Language Proficiency Test/ DLPT IV scores, moral character and other selective criteria. Our requirements for linguists are: 2-2+ (listening) / 3 (reading) and successful completion of Intermediate or Advanced Russian (or equivalent).

Those personnel that qualify will then submit a written evaluation test in Russian (provided by WHCA) and, if successful, will have a one-on-one interview to determine their final eligibility for Presidential Support Duty Access. Each person

nominated must possess this level of access prior to his or her assignment in this Presidential Support Duty. Once assigned, the men and women selected will join an elite group of language professionals who have an unequaled record of accomplishments in supporting the ultimate consumer—The President of the United States.

This is a four-year, shore-duty assignment working in the White House. If you're a qualified Russian linguist and approaching your nine-month window, call or E-mail me. For additional information concerning a potential assignment to WHCA, please contact the WHCA Nomination Assignment Team at DSN 284-2000, ext. 75151, Comm (202) 757-5151.

*CTIC(NAC) Joe Loomer  
CTI E6 and Above Detailer  
PERS-408CE*

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## *CTI - Career Lessons Learned, continued*

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There are too many Sailors overseas and/or on sea duty that need, want and deserve that same shore duty opportunity you had.

Don't set goals around programs or billets for which you are not qualified. Sailors desiring a second language, or training in their current language, also need to research the requirements. Make sure you meet the DLAB requirement for the language you want. If you're not sure, contact your CCC. If you need to take the DLAB again, take it and get the score back before your detailing window starts. Refresher, intermediate and advanced language training also have requirements based on DLPT scores. DLPT scores are only valid for one year, and that is calculated from the class convening date. We will assign you based on your DLPT scores when you are detailed, but you must maintain your eligibility between receiving orders and reporting to

school. This is valid for all duty assignments. If your qualifications change after you receive orders, your orders may change also, so let your chain of command and your detailer know of any change in your status. Nothing could be worse than arriving at a duty station with your family, only to find out that you no longer meet the program requirements, and that you won't be able to stay there.

Shipmates, I could go on for pages about the lessons I've learned sitting in this chair. Just remember to plan your career ahead of time, involve your chain-of-command, and most of all, be flexible. Your detailer wants to help, but you have to help yourself first. Best of luck to all of you, it has been my pleasure serving you and your families.

*CTIC(SG) Jim Murphy  
CTI E1-E5 Detailer  
PERS-408CE1*

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## CTM - Always Plan Years Ahead

Another advancement cycle is rapidly approaching. Advancement opportunities are an important part of a Sailor's decision to make the Navy a career. Our advancement opportunities over the past two years have been excellent.

However, promotion opportunities are just a small portion of a successful career. In order to promote, a Sailor needs to study. Competition today is tough, so you can't sit back and wait for the Navy to promote you. You have to promote yourself and take charge of your career. A Sailor needs to start planning their career early!

In the daily performance of my job, I counsel Sailors on their careers and discuss future career options. Helping Sailors promote, providing opportunities for a

rewarding career and ensuring that Sailors receive the proper training in order to complete the Navy's mission, is all in a day's work. During my counseling sessions, I often hear, "Chief, I know that I need to take the difficult tour, but I don't plan on making the Navy a career," or "Chief, I don't have my warfare or Master Training Specialist qualifications, because I don't plan on making the Navy a career." The key phrase is, "I don't plan!" Educate yourself on career opportunities within your rating, and learn about optimal career progression. Also, familiarize yourself with the rating's NECs and associated duty stations. We currently have six NECs that award an SRB. Moreover, we have SRB opportunities for any CTM through zone B.

When looking for your next assignment, look to see how it will affect your future. If you transfer to CONUS shore duty now, where will you need to go next? Everyone should be familiar with career rotation requirements. Don't be surprised when you are asked to go to sea upon completion of shore duty.

Plan your career in the Navy, and take advantage of every opportunity that a tour of duty may offer. Then, if you decide to alter your plans, you don't have to say, "I wish I would have planned to make the Navy a career."

*CTMC(SW) W. Clarke  
CTM E5 and Below Detailer  
PERS-408CF1*

## CTO - Times are Changing for Sailors

Congratulations to all of you promoted off the March exam. I would also like to take this opportunity to congratulate this year's chief selectees. The dedication and hard work you all have displayed are finally paying off.

We are half way through the first year of the new millennium, so let's take a look back on what has happened the past few months. We received two pay raises, one substantial pay raise in January and a second one in July. OUTUS/CONUS rotation was changed for some paygrades (e.g., E6 changed from two out/one in to one out/one in; E9 changed from one out/two in to one out/three in). We've increased the CTO-0000 Zone A SRB levels, as well as most of our Automated Information Systems (AIS) NECs, even into Zone C. The new GUARD 2000 program has been implemented. Finally, the Physical Fitness program has been overhauled. Each change has or will have an impact, however slight, on our careers.

Presently, we are evaluating the creation of the CTN rating. The majority of personnel will obviously come from, but not totally restricted to, the CTO/CTM ratings. Ongoing conferences and meetings are plotting the course into a new and exciting time in the cryptologic field. A pilot course is being held at NTTC Pensacola, Fla., merging the common core topics of the CTO and CTM "A" School. This process will slowly develop with total implementation expected within the next three to five years. Things are happening and changing at a frantic pace, and everyone needs to stay as current as possible on all issues pertinent to the rating as well as Navy policies and programs.

Time to look into the crystal ball to see what the future might hold for us. The CTO/CTN of the future needs to be a patriot, someone who's focused on serving their country. If anyone came into the Navy believing that they were going to get rich, we need to talk. Facts

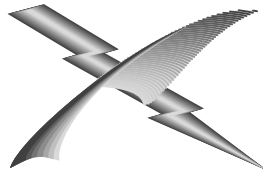
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# CTR - How Sailors Get Promoted

Congratulations to the new chief petty officers and petty officers! Upon completion of every selection board (E7/8/9), we are given the opportunity to talk with a few of the board members. The same questions are often asked: "What makes one Sailor more promotable than the next? What can a Sailor do to increase the chance of getting promoted?" Here's a short list of answers.

#1 Sustained superior performance! If you are consistently rated among the best at your job, you will most likely get promoted.

#2 Sea Time! This is one factor that remains consistent for practically every rating. We must remem-



ber that we are Sailors first, and cryptologists second. As CTRs, we have many opportunities that other ratings don't have (i.e. DIRSUP surface/subs, aircrew, special warfare, PCS afloat, pre-commissioned ships, etc.). The opportunity is there for both male and female Sailors to take challenging sea duty billets!

#3 Be warfare qualified (SW/AW/SS/NAC). It may surprise some of you, but 98 percent of all CTs, ISs, and EWs selected for CPO had a warfare designator!

#4 FITREP breakout in numbers. Command-wide breakouts of 20 of 233 holds far more weight than a department breakout of two of seven. The boards look hard at reporting seniors' recommendations for promotion and block 41 remarks on EVALs and FITREPs.

#5 Documented leadership. The number of Sailors is scrutinized by boards, and command collateral duties carried more weight than division or departmental duties. Keep in mind that off-duty education and community involvement are also pluses.

#6 Maintain sea/shore rotation! Each and every day we receive requests from Sailors to extend on shore duty or retour at another shore command. Unless there are special circumstances, these requests will be denied. Some examples of special circumstances are spouse co-locations, exceptional family members, etc. Single parents are not included because they are required to sign a "Dependent Care Certificate" and maintain proper rotation.

Our community is heading in the right direction as there are new and exciting opportunities becoming available each requisition. Use JASS to your advantage. Start looking at the billets about 10 months out, and talk to your spouse about the opportunities that may be available to you. When you reach your nine-month PRD window, give us a call and we'll give you our opinion of where you need to go and what you need to do to get yourself in a position to stand out among your peers. As always, it's a pleasure serving as your rating detailer. Remember, stand tall, stand proud!

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## *CTO - Times are Changing, continued*

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are facts, the Navy does compensate (pay, benefits, training and travel) us fairly well for the job we perform. Sometimes it may not seem like it, but with a little research, the figures prove this to be true. We will be one of the most technically advanced ratings in the Navy, performing some of the most unique and intriguing work in some of the most challenging locations. Look into the future, your opportunities for personal growth and success are endless. The only thing that could prevent you from succeeding is you.

Chief Joyce and I promise you that we will provide you with the most challenging, career enhancing duty that we have. Remember, it's your decision to re-enlist or separate, to stay on shore duty or go to sea, or take an unaccompanied tour. A career in the Navy is full of hardship and difficult decisions; however, the Navy offers a wider range of opportunities than the civilian community. You should feel justifiably proud for serving your country. In the words of John F. Kennedy, "Ask not what your country can do for you, but what you can do for your country. . ." Simple words, but the meaning rings true. Be proud of the work you do. Chief Joyce and I are very proud to be your detailers, and wish to thank all of you out there that volunteer to step up to the plate and go where the Navy needs you.

CTOCS(SW) Joe Kelly  
CTO E6 and Above Detailer  
PERS-408CG

CTRC(SW/AW) Tuck Williams  
CTR E5 and Below Detailer  
PERS-408CH1



# CTT - Filling the Sea Duty Billets

Congratulations to all the newly selected chief petty officers and petty officers!

When should you start planning your career? The answer is now. It is never too early. Have you ever wondered why a member after having completed 18 years of Naval service, and desiring to submit a Fleet Reserve request upon completion of 20 years, is faced with sea duty for the last two years of service? Unfortunately, it's due to poor planning; so, it is imperative that you plan ahead. It may require completion of a back-to-back overseas/sea tour or hard to fill billet to be eligible for shore duty prior to retirement. Even if you're not retiring, this is looked upon more favorably if you're eligible for promotion than doing back-to-back shore duty.

Many Sailors do not want to complete their career at sea even if they are due overseas or sea duty. Fortunately, if you plan ahead, you are more apt to have control over where you will be when you decide to submit your Fleet Reserve request. Keep in mind that to be fair and equitable, we must allow our shipmates that are on sea duty or overseas the opportunity to return to shore duty. So plan ahead to ensure you are eligible for the required shore duty that you desire.

Rating merger. With the approval of the CTT/EW merger, we have begun to assign CTTs to traditional EW billets and EWs to CTT billets. All the assignments have worked out well. Due to the EW (undermanned E1-E4) and the CTT (overmanned E1-E4) manning,

more sea duty is now available to CTT "A" School accessions and has decreased the number of gapped EW sea billets. As we move into the future, look for more and more assignments of CTT to EW billets and vice versa.

**GUARD 2000.** If you are undecided about remaining in the Navy, this could be for you. Talk with your career counselor first and then your detailee. You may be able to OBLISERV for a specific amount

of time and get that great set of orders that you have been seeking. Remember that each request will be handled on a case-by-case basis (i.e. available billets, available rollers and command manning). This could be a great chance for you to satisfy your needs as well as the Navy's. See NAVADMIN 083/00 for details.

*CTTC F. Rogers  
CTT Detailee  
PERS-408CJ1*

## CTA - The Naval Service

I want to re-emphasize some basics of naval service that we, for one reason or another, tend to forget.

Today's military force is made up entirely of volunteers. Military service is an obligation we undertake voluntarily, making personal sacrifices to uphold freedoms that our families and others enjoy. By enlisting in the Navy, you accept the duties and responsibilities required to carry out the Navy's mission.

The mission of the Navy is to train and equip combat-ready Naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas. The Navy is comprised of two entities, the shore establishment and operating forces.

The shore establishment provides support to the operating forces (known as "the fleet") in the form of facilities for the repair of machinery and electronics, communications centers, training areas and simulators and ship and aircraft repair. Shore establishments also provide intelligence and meteorological

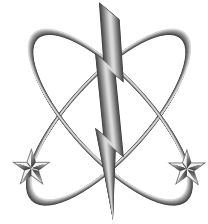
support, supply depots, medical and dental facilities, and air bases. The Naval Security Group Command is part of the shore establishment.

Fleet support is very important; however, it is equally important that you take your turn serving in the operating forces. Those who are unwilling to serve in the operating forces hurt the Sailors and their families who do. That means Sailors who serve in the operating forces may have to work harder and longer. Be willing to do your part and relieve the watch! Some day all of us will have spent some time as part of the operating forces, whether upon, over or under the sea or at forward deployed locations around the world.

Everyone who has served in the Navy should be justifiably proud - whether serving for just two years or 20. Continued military service is the members' choice. Many of the people I have served

*Continued on next page*

# EW - Never Too Early to Start Planning Your Future



Congratulations to all newly selected petty officers promoted this last advancement cycle! Your hard work and dedication has, and will continue to, pay off during your naval career.

Deciding to stay Navy or separate is one of the most difficult and important decisions a Sailor can make. Before making this decision, you should make sure you have as much information as possible in order to make the right choice.

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## *CTA - The Naval Service, continued*

with have decided to separate. Although I respect their decision to leave the Navy and applaud the quality service they gave, I regret their loss, professionally and personally. As with any important decision, the decision to separate should not be made frivolously. Sailors who stay in can easily identify with Robert Frost, "...Two roads diverged in a wood, and I - I took the one less traveled by. And that has made all the difference." Not many people meet the standards to serve in the Navy, or have the inclination. Of those few that join the Navy, fewer still have the resolve to make a career of it.

Automated Information Systems (AIS). CTAs interested in a long-term career path involving the latest computer training should consider converting to CTO or CTM. Those two ratings have much more to offer in regards to an AIS career.

*CTACS(SW) Thaddeus Apa  
CTA Detailer  
PERS-408CK*

Recently, there have been some positive changes in the EW rating. The current selective reenlistment bonus (SRB) is 3.0 for both Zones A and B. Sea/shore rotation has been adjusted, giving the detailer more latitude in negotiating your follow-on orders. The opportunity for additional training (STAR) has never been better. If you are near your EAOS, and would like to reenlist for additional training under the STAR program, submit your request via a NAVPERS 1306/7. Contact your command career counselor for assistance. It is never too early to start planning your career.

There are many advantages to making the Navy a career. Additional training and diverse duty stations coupled with experience and a wealth of knowledge will allow for more challenging assignment possibilities.

A diverse career may mean having to move from one area to another. This is a necessary and inevitable part of the life we have chosen. Listen to the recommendations of those who have been in your position. If you have questions, *ask!* Your LCPO, LPO and command career counselor can provide you with resources to help you plan a successful career. You can also contact EWCM(SW/AW) Bower or me with any questions or concerns you may have.

The first merger team meeting has been completed. Those who have not seen the results of that meeting should contact the EW technical advisor, EWCS(SW) Estes, or better yet, visit the BUPERS Web Site for an update of decisions that were made, and how they will affect your career. We're looking forward to new frontiers as we move ahead in the EW/CTT merger.

*EWI(SW/IUSS) Theresa Thurman  
EW E5 and Below Detailer  
PERS-408CLI*

**Enlisted Community Managers and Technical Advisors have their own section in the front of *LINK*. Be sure and check there for important information about your rating.**

## Sea Special Programs

# You can Bring Tomorrow's Fleet Alive

Greetings from Millington, Tenn. As I'm writing this, the Navy is about to deliver OSCAR AUSTIN (DDG 79), our newest Flight IIA AEGIS destroyer, complete with the latest engineering plant, combat systems, flight deck and helo hangar.

Close behind are more brand new Arleigh Burke-class destroyers, IWO JIMA (LHD 7), RONALD REAGAN (CVN 76), and the lead ship of a new class, SAN ANTONIO (LPD 17). These ships are being built in Pascagoula, Miss.; Bath, Maine, and Newport News, Va. We're looking for top-notch Sailors to put their best foot forward and volunteer for new construction billets.

New construction offers you more than an excellent job at sea. You'll work alongside shipyard workers as habitability, engineering and combat systems are added, and your ship comes to life. You'll become the best "total Sailor" that you can be. Life at NEWCON isn't easy, but it isn't impossible either. As all plank owners will tell you, the rewards are worth the effort.

We have jobs for Sailors in virtually all ratings, but we really need those of you in the following rates to strongly consider new construction: ET, EW (especially EWC), FC (esp. NEC 1104 and 1335), GM, NC, OS (esp. OS2 and OSC), PN (CPOs), YN (esp. YN1) and 3-M Coordinators (NEC 9517).

Within Navy Personnel Command, the Sea Special Programs Branch (PERS-409) is the placement monitor for surface ships under construction. Personnel assigned to all new construction surface ships will first report to the ship's PRECOM unit, located at either Fleet Training Center (FTC) Norfolk, Va., or FTC San Diego, depending on the ship's prospective home port. After a two month training period, most personnel will report to their respective shipyard. Specific details are in ENLTRANSMAN, Chapter 12.

The PRECOM period is fast-paced and demanding, requiring the highest level of performance from each individual Sailor. This period requires intensive effort to establish the administrative and training readiness of the unit for future operations. In view of this, all personnel ordered to duty on new construction surface ships must meet screening standards.

Personnel assigned to surface ships undergoing construction will be required to incur sufficient obligated service to complete a minimum 24 months on

board after ship's placement "In service." A slippage in the date will not incur additional obligated service.

A list of jobs is available at <http://www.persnet.navy.mil/pers409/newcon.htm>. Also, if you'd like help from PERS-409 to coordinate with your detailer, please use the feedback form at <http://www.persnet.navy.mil/pers409/409feedback.htm>.

After your ship is commissioned, you will be ready to take your place as a vital member of the newest ship the Navy has to offer. It's an opportunity not offered to most Sailors, and a job like none other. Only you can decide if it's what you want for yourself. Take a careful look at the requirements, visit our Web Site at <http://www.persnet.navy.mil/pers409/index.htm> and think about the rewards of being the plank owner. We look forward to hearing from you!

*LCDR Johnson  
Sea Special Programs Branch Head  
PERS-409*

## LCACs Offer Career Diversity

The Landing Craft Air Cushion (LCAC) program is an outstanding opportunity to diversify your Naval Career. Available positions are Craftmaster, Engineer and Navigator.

The Craftmaster (NEC 0167) is open to all surface ratings E7 to E9. Having the sole responsibility of a \$21 million dollar craft and command at sea is an excellent opportunity for advancement. The LCAC Engineer (NEC 4131) is a position similar to a ship's chief engineer, and is open to GSE, GSM and EN ratings for paygrades E5 and E6. In addition to engineering training, you will be cross-trained to fly the craft in the Craftmaster's absence. The LCAC Navigator (NEC 0304) is responsible for mission planning, navigation beach assaults and all craft communications. This position is open to the OS and QM rates for E5 and E6.

To enter the LCAC program, you must submit a request to be released from your rating detailer to Sea

*Continued on next page*

## Sea Special Programs

# Plankowners Needed Everywhere

Hello, prospective plank-owners! I'm OSCM(SW) Greg Hixson, Assistant Branch Head, LCPO and New Construction Detailer, coming from an extended overseas tour with the Forward Deployed Naval Forces in Yokosuka, Japan!

Currently, I am detailing our newest aircraft carrier, RONALD REAGAN (CVN 76). This is going to be one of the most exciting tours for any of you who strive for the best. A total of 3,001 billets will be detailed for this ship. I am taking nominations for phases one through

three right now. We have a Web Site for you to get information, and see what billets are required to put this massive ship to sea. The address is <http://www.persnet.navy.mil/pers409/cvn76req.htm>. Check it out and tell us what you think.

In addition to the REAGAN, we have six DDGs and an LHD being built. Visit our Web Site at [www.persnet.navy.mil/pers409](http://www.persnet.navy.mil/pers409) if you are interested in being one of the few and proud plank owners, and then submit a 1306/7 to your rating detailer requesting duty on the ship of your dreams.

Keep in mind that we are in the Central time zone. If you call from the East Coast, we are one hour behind; from the West Coast, two hours ahead. We believe that new construction is the best way to become a Sailor the Navy needs - now and for the future. Challenge yourself and become a proud plank owner. We'd love to help you today!

*OSCM(SW) Greg H. Hixson  
Assistant Branch Head  
PERS-409CD1*

### *LCACs Offer Career Diversity, continued*

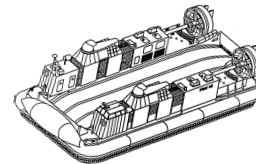
Special Programs. Our billets cannot be viewed on JASS. After your request is approved and you are released to the program, you will be sent to Pensacola, Fla., for a full flight physical and LCAC-intensive testing. Once found suitable for LCAC training, orders will be cut for a Full Mission Trainer course at either Little Creek, Va., or Coronado, Calif., enroute to one of three Assault Craft Units (ACUs). Due to the competition for billets, all candidates must be worldwide assignable. The ACUs are located in Little Creek, Camp Pendleton, Calif., and Sasebo, Japan.

There are always openings available. ENLTRANSMAN 9.6 details program requirements. If you are interested in this exciting duty, please stop by one of the units at Little Creek or Camp Pendleton, as the LCAC training department gives tours to prospective crew members.

My tour at Navy Personnel Command has come to an end. This job has been a great opportunity to work with many professionals in the LCAC Program and New Construction. BMCS(SW) Beaman, a former Craftmaster for ACU-5, will be my relief as the LCAC detailer. Senior Chief Beaman brings a wealth of

real-world operational experience to the job.

*GSEC(SW)David Luther  
LCAC Program Detailer  
PERS-409CD4*



## New Construction

| <u>Name</u> | <u>Hull No.</u> | <u>Homeport</u> | <u>Del. Date</u> | <u>Detailer</u>  |
|-------------|-----------------|-----------------|------------------|------------------|
| CHURCHILL   | DDG 81          | Norfolk, Va.    | Oct. 00          | HT1(SW) Hendrix  |
| LASSEN      | DDG 82          | San Diego       | Feb. 01          | HT1(SW) Hendrix  |
| HOWARD      | DDG 83          | San Diego       | March 01         | ET1(SW/AW) Baker |
| IWO JIMA    | LHD 7           | Norfolk, Va.    | April 01         | FCC(SW) Hummer   |
| BULKELEY    | DDG 84          | *Atlantic       | Aug. 01          | ET1(SW/AW) Baker |
| MCCAMPBELL  | DDG 85          | San Diego       | Aug. 01          | ET1(SW/AW) Baker |
| SHOUP       | DDG 86          | *Pacific        | Feb. 02          | HT1(SW) Hendrix  |
| MASON       | DDG 87          | *Atlantic       | March 02         | FCC(SW) Hummer   |
| R. REAGAN   | CVN 76          | *Pacific        | Feb. 03          | OSCM(SW) Hixson  |

**\*No official home port announced**

## Shore Special Programs

# CAAC, NLTU and EOA Billets on JASS

Congratulations to the new senior chief petty officers! It makes all the hard work and tough job assignments worthwhile. There are many opportunities for newly promoted senior chiefs at Counseling and Assistance Centers (CAACs), as Equal Opportunity Assistants (EOAs), or with a Naval Leadership Training Unit (NLTU).

Locations available are predominately in fleet concentration areas, however, billets are available worldwide, on a limited basis. Some things to consider: You may now view billets on JASS by entering the NEC 9519 or 9522 for CAAC, 9515 for EOA, and 9518 for NLTU in community block. Unfortunately, you may not apply for a special program billet through JASS.

Personnel interested in Shore Special Programs must first contact their rating detailer and request to be released to the specific program they are interested in. You must meet the minimum requirements for the selected program as outlined in ENLTRANSMAN 9.16.

Orders are not automatic. The EOA, CAAC and NLTU programs all have stringent screening procedures that include a personal interview at a local site. You must put your best foot forward to be selected for one of these duty choices.

Once selected for duty, you will be sent to school en route to your new duty station: For NLTU, this is seven weeks at Little Creek, Va.; CAAC school is 10 weeks long,

in San Diego, and EOA school lasts 15 weeks at Cocoa Beach, Fla.

Billets are available now for E5 to E9 for CAAC, E6 and above for NLTU or EOA. Refer to the ETM article referenced earlier, and talk to your command career counselor about one of these demanding billets.

*GMC(SW/AW) Arguello  
EOA/CAAC/NLTU Detailer  
PERS-4010D1*

## First-termers Can Recruit

Are you a first term Sailor and thinking about getting out of the Navy? Is part of the reason you decided to leave our service because you want to be close to home? Why not join our volunteer recruiter force? We have over 1,700 recruiting stations nationwide and a limited number overseas.

If you are interested in this challenging billet, please contact your rating detailer and ask to be released to special programs for

recruiting duty. Remember, the earlier you negotiate with us, the better we can help you in finding the right billet for you.

For more information on the daily routine of a recruiter, please contact the Recruiter Selection Team (RST) member nearest your coast.

For all career counselors, please contact one of the RST members (on the next page) to help with our Navy's retention. All third class petty officers desiring recruiting duty need to be screened through a RST representative. Prompt submission of the recruiter screening for your Sailors will ensure faster service and PCS orders issuance.

Our billets are now advertised in JASS under the community "9585." However, this is a read-only file. If you wish to negotiate for a billet, you will need to contact your detailer and then contact the appropriate recruiter detailer to obtain that billet.

Making the Navy a rewarding career is determined by your effort. Each duty station is only as good as you make it. Make time to further your career through off-duty education, and I encourage all to take advantage of what the Navy has in place through Navy Campus.

*SM1(SW) Cline  
Brig/CCU/SERE/Women Ashore Detailer  
PERS-4010D2*

*PNI(AW) Tan  
E6 Recruiting Detailer  
PERS-4010C2*

## New CCU/Brig Detailer

Hello, I'm SM1(SW) Cline, reporting from USS ANCHORAGE (LSD 36) out of San Diego. I'd like to thank GM1(SW/SCW) Cordero for doing an outstanding job as your detailer. Petty Officer Cordero is heading for USS BUCKLEY (DDG 84) in Norfolk, Va., and I'm looking forward to helping each Sailor who is looking for a challenging and rewarding tour.

## Shore Special Programs

# Enlisted Aides Continue Growth in Household Management



Specialized training for the enlisted aide in the chal-

lenging and career enhancing household management duty has met with great success. To date, 18 enlisted aides have been certified as Household Managers at the Starkey Institute for Household Management in Denver. Institute training focuses on the development of personal service expertise, setting up service delivery systems within private quarters, spa cuisine, sommelier and other directed household technical skills. Continuing education programs are also now available through Starkey International in such topics as foods and wine, wine cellar management and use of

computer technology in household management.

In March 2000, the Enlisted Aide Program also hosted the first Navy symposium as a part of "Restoring the Art," the world's first gathering of household managers and butlers. A group of 31 Navy enlisted aides from private quarters joined together to re-write the Enlisted Aide Handbook, establish a Naval culinary team to compete throughout the world in military events, create a Naval Aide resource newsletter and phone log contact sheet, and to help provide quality

equipment to efficiently complete required duties.

For more information on participating in the growth of the Navy Enlisted Aide field, refer to ENLTRANSMAN 9.36, SECNAVINST 1306.2 and DOD directive 1315.9, or contact me directly.

*MSC(SW) Marsh  
Flag Mess/Enlisted Aide Detailer  
PERS-4010F2*

## RDC, USS ARIZONA and USS CONSTITUTION

### Recruiter Selection Team Members

**Team Leader:** NCCS(SW) Johnson  
Comm (303) 937-0263

**Asst. Team Leader:** NC1 Whittaker  
DSN 882-9147  
Comm (901) 874-9147

**West Coast:** NCC(SW) Patterson  
DSN 526-2347  
Comm (619) 556-2347

**East Coast:** NCC(SS) Engler  
DSN 564-9136  
Comm (757) 444-9136

**Western Pacific:** NCC(SW) Oliver  
Comm (808) 473-2154

I am BMCS(SW) Mercer, your new RDC, MEPS, Company Chief, USS CONSTITUTION and USS ARIZONA Memorial Detailer. I look forward to serving the fleet and keeping up the good reputation my predecessor has set.

If you are looking for something new, challenging and out of your rating, try Shore Special Programs. They can provide the opportunity for you to gain valuable experience while contributing to the readiness of the fleet. The minimum requirements for any of these programs are spelled out in ENLTRANSMAN Chapter 9.

The NEC earned for RDC and Company Chief Schools required

are provided en route to your new duty station. The training you receive for these programs lasts 13 weeks. MEPS, USS CONSTITUTION and USS ARIZONA Memorial require no additional schooling.

There is career diversity in accepting billets in these fields. So if you are looking for a rewarding tour of duty out-of-rate, call your rating detailer and request to be released to Shore Special Programs.

Thanks to GMCS(SW) Bryon Noell for his hard work. Good luck on your retirement!

*BMCS(SW) Mercer  
RDC/MEPS Detailer  
PERS- 4010D*



## Shore Special Programs

# Personnel Exchange Program Shows Sailors the World



Are you interested in an exciting and unique assignment? If you are rolling to shore duty and are warfare qualified, I may have a billet for you.

I have attache billets available in Peru, Chile, Mexico City, Italy and Guinea. I have billets in NATO Countries such as Italy, Portugal, Iceland, Germany and Belgium, as well as NATO assignments in Norfolk and Chesapeake Va. Also, opportunities to serve in Joint Commands are scattered throughout the United States, Hawaii and Europe.

The Personnel Exchange Program (PEP) is an exchange program with several NATO Countries as well as Australia and Canada. Some of these jobs are shore assignments for sea-intensive rates.

ENLTRANSMAN Chapter 9 has the details. Screening for flag allowance duty is required and, for

most assignments, you must be a U.S. citizen (by birth or naturalized) and eligible for a security clearance.

If you are interested in any of these assignments, you must contact your rating assignment detailer and request to be released to Shore Special Programs, provided he/she does not have a billet available for you to fill. Once you have done that, I will forward a nomination package to the gaining command, and, when I receive an acceptance, I will write orders to your new command.

I look forward to working with you in the future.

*YNCS(SW) Jan Medley  
PEP/Attache/NATO/Joint Placement  
PERS-4010G*

## Special Programs Billets now on JASS

Have you ever wanted to mold recruits into confident Sailors, help beginning Midshipman of today become the commanding officers of tomorrow, maintain the safety and security of Naval bases around the world, reach new heights in Navy leadership or assist Shipmates in overcoming substance abuse?

How would you like to go back to, or near, your hometown and recruit the Sailors of tomorrow? Or would you like to prepare new recruits for their Naval career at a MEPS station?

These and many other challenging and rewarding billets are now available through JASS. For specific information, type one of the following closed-loop NECs in the community block: 9585 (recruiting), 9999 (women at shore), 9575 (brig duty), 9516 (brig counselor), 9508 (RDC), 9502 (RTC Great Lakes Instructor Duty), 9545 (physical security), 9519/9522 (CAAC), 9515 (EOA) or 9518 (NAVLEAD Instructor).

Shore Special Programs has unique opportunities for pay grades

from undesignated seamen through master chief. All enlisted personnel are welcome to apply. One of these exciting tours is waiting for you. Call your rating detailer and ask to be released to Shore Special Programs, and let your journey begin.

*YNCS(AW) Donald Schmidt Jr.  
Shore Special Programs/  
JASS Coordinator  
PERS-4010F*

**LINK E-mail address: [link@persnet.navy.mil](mailto:link@persnet.navy.mil)**

## Shore Special Programs

# “A” School Quotas are Available

Are you interested in attending “A” school? “A” school training provides the basic technical knowledge and skills to prepare you for advanced training. Upon completion of school, you will be considered a “designated striker” in your rating and on your way to petty officer status.

As a fleet Sailor, you have priority in “A” school assignments. Quotas for most “A” schools are in abundance. Competition for the more popular ratings is becoming more and more intense, but if you can demonstrate individual initiative toward entering the rating (i.e. rating correspondence courses, OJT, civilian experience, off duty education, etc.) your chances for approval are much greater. Our aim is to assign the best-qualified member to “A” school, and that may be you!

Application for “A” school starts with your career counselor. ENLTRANSMAN Chapter 7 provides guidance for qualification and application procedures.

The current revision of the ETM’s Chapter 7 reflects several changes and updates. However, the following changes to the ASVAB scores for Seabee ratings were not reflected:

Builder (BU):  $AR + MC + AS = 140$   
Steel Worker (SW):  $AR + MC + AS = 140$   
Equipment Operator (EO):  $AR + MC + AS = 140$   
Construction Mechanic (CM):  $AR + MC + AS = 158$   
Construction Electrician (CE):  $AR + MK + EI + GS = 200$   
Utilitiesman (UT):  $AR + MK + EI + GS = 200$   
Engineering Aid (EA):  $AR + 2MK + GS = 210$

“A” school requests may be submitted to PERS-4010S after 12 months onboard your current duty station for transfer at the 18-month point. Sailors assigned to overseas commands may not request an “A” school until within 12 months of completion of the required DOD area tour, and will not transfer until completion of the

required tour. Waivers for up to 12 months of the required DOD tour will be handled on a case-by-case basis and must be justified on the NAVPERS 1306/7.

The top three reasons why personnel are not sent to “A” school are:

**Not applying.** I continually hear cases of undesignated personnel transferring to their second duty station without an “A” school. Apply for “A” school! If you are qualified, we want to send you to school.

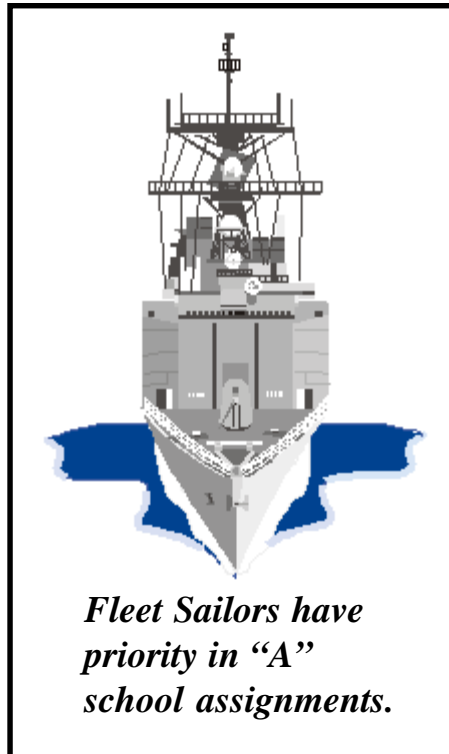
**Not qualified.** Chapter Seven of the ETM is your reference for eligibility. Guidelines for waivers of ASVAB scores and other qualifications are also explained. If you require a waiver, make sure a full justification is provided.

**Incomplete packages.** Make sure all the supporting documentation is legible and included with your request. A copy of your evaluations and the NAVPERS 1070/604 reflecting your current ASVAB scores is preferred. If you are applying for AW “A” School, be sure to include a NAVPERS

1070/613 per MILPERSMAN 1220-010.

If you were guaranteed an “A” school per your enlistment contract under the GENDET Targeted Enlistment Program (GTEP), you will be required to serve nine to 15 months at your first permanent duty station. Be sure to submit a NAVPERS 1306/7 to PERS-4010S after a minimum of six months onboard.

*PNC(SW) Clint Christiansen  
Head, Fleet “A” School Management  
PERS-4010S1*



## Joint TAD Opportunities

# TAD Billets Stand Out in the Crowd

Here is your opportunity to contribute to real world operations. By volunteering for these operations, you employ your expertise and gain additional experience. TAD assignments are usually 120 to 179 days in length and require your commanding officer's approval to participate. Your command incurs no travel or per diem costs; ADSW funding is available for reservists.

Can't go right now? We maintain a database of volunteers for future assignments. Visit our Web Site at

<http://www.bupers.navy.mil/jtad/jtad.html>, or contact PNC(AW) Cathy Drew or me for more information. Look for code n123c in the Enlisted Community Managers /Technical Advisors section of the *LINK* Directory for telephone numbers and E-mail addresses.

*CDR John Kroft  
Joint TAD Contingency Operations  
N123C*

## TAD Opportunities

| <u>Billet #</u> | <u>Billet title</u>     | <u>Requirements</u>               | <u>Date</u> | <u>Days</u> | <u>Location</u> |
|-----------------|-------------------------|-----------------------------------|-------------|-------------|-----------------|
| ctfc1-009       | A & D NCO               | PN2, Secret                       | 5/23/00     | 179         | Turkey          |
| ctf200-025      | POL-Mil Analyst         | IS1, TS/SCI                       | 8/13/00     | 179         | Turkey          |
| ctfc3-029       | Turkish Linguist        | Min. E6                           | 8/20/00     | 179         | Turkey          |
| ctfmp00-036     | CAOC Controller         | IT2, Secret                       | 1/5/01      | 179         | Turkey          |
| ctfmp-061       | OPSEC U-Cont.           | Min. E5/OS-IT-AW                  | 10/19/00    | 179         | Turkey          |
| lo1b/002(782)   | Admin Support           | YN2, Secret                       | 3/18/01     | 179         | Riyadh          |
| lo1c/005(766)   | OPINTEL Analyst         | Min. IS2, 3924, TS-SCI            | 7/25/00     | 179         | Riyadh          |
| r00011          | Flag Aide               | YN1                               | 11/1/00     | 96          | Riyadh          |
| r00117          | ACOC Liaison            | IS2, TS/SCI                       | 6/20/00     | 96          | Riyadh          |
| r00585c4        | Req/Ops.                | IT2                               | 8/10/00     | 179         | Riyadh          |
| r00586          | Radioman                | IT2                               | 1/26/01     | 179         | Riyadh          |
| r00590          | Journalist              | JO1                               | 7/28/00     | 179         | Riyadh          |
| r00740          | 5D/JMICS Op.            | IS3-1, 3922/23/24,<br>TS/SCI      | 8/31/00     | 179         | Riyadh          |
| r00800          | ADSA                    | DS1, Secret                       | 11/1/00     | 179         | Riyadh          |
| r00815          | DB Mtg. Spec.           | IS1-3, 3924, TS/SCI               | 5/28/00     | 179         | Riyadh          |
| r00819          | DB Mtg. Spec.           | Min. IT2, 2720/76,<br>UNIX/Oracle | 7/19/00     | 179         | Riyadh          |
| cpcs 004        | Admin Clerk/Facilitator | PN1, 9502, Secret                 | 5/17/00     | 179         | Naples          |
| ctf-fa 108      | Admin NCO/OIC           | PN1/YN1, TS/SCI                   | 6/15/00     | 179         | Germany         |
| ctf-fa 110      | Contingency Pers.       | YN1, TS-SCI                       | 11/3/00     | 179         | Germany         |
| ctf-fa 252      | RFI Mgr.                | IS2, TS/SCI                       | 10/29/00    | 179         | Germany         |
| nse 015         | Personnel Officer       | YNC, Secret                       | 7/1/00      | 179         | Naples          |
| afor2-029       | JWICS Tech.             | CTM1, TS/SCI                      | 9/30/00     | 179         | Germany         |
| afor2-030       | JWICS Tech.             | CTM2, TS/SCI                      | 10/11/00    | 179         | Germany         |
| afor2-054       | Admin NCO               | CTA1, NEC 9190                    | 9/16/00     | 179         | Germany         |
| kvr cic-005     | Crypto Acct. Mgr.       | IT1, TS/SCI                       | 9/25/00     | 179         | Pristina        |
| nicp-018        | CSG Analyst             | CTR1, TS/SCI                      | 9/16/00     | 179         | Pristina        |
| ls005           | Intel Specialist        | IS3-ISC                           | 9/1/00      | 179         | Venezuela       |

## The Advantages of Aircrewman

First, I would like to say congratulations to the newly selected chief petty officers. One word of advice, learn from those who are training you during this initiation period, and most of all “*have fun!*” Also, remember that you are the future that will keep our heritage of the chief’s initiation going. Your fellow chiefs are counting on you.

Now on to the business at hand. The TAR aviation community is ever changing, but one thing has remained a constant, and that is Naval Aircrewmen openings. I still need aircrewmen to fill billets throughout the United States in various aircraft platforms.

There are many added advantages to becoming a Naval Aircrewman. By the time this article is published,



the new Career Enlisted Flyer Incentive Pay (CEFIP) Program will be fully implemented throughout the fleet. What does this mean for you? Well for starters, it means more money for some, and it gives aircrewmen a lot more flexibility throughout their career. It allows senior aircrewmen the opportunity to take a break from flying at certain points in their career without losing their flight pay. The CEFIP program is covered in the BUPERS 1326.4C instruction. There are other added advantages to being an aircrewman. Some NECs are currently receiving re-enlistment bonuses, and special duty assignment pay for some rates have been increased this past year. Being an aircrewman is not just a job, it’s an opportunity to see the world. If you are interested in becoming an aircrewman, feel free to call or E-mail me with your questions.

I know it seems impossible, but a year has flown by and I am quietly approaching my two-year minimum activity tour. I have been authorized to move at that time and am looking for a relief to replace me at Naval Reserve Personnel Center (NRPC) around March/April 2001. We are looking for a highly energetic person with good communication skills. To be qualified, you must be a chief petty officer, and have some experience with flight order instructions. Eligible rates are AW, AZ and any qualified aircrewmen. Packages are due to me by September 1, 2000. If you have any questions, please call me at DSN 678-1326, or E-mail me at [NRPC-417@nrcpc.nola.navy.mil](mailto:NRPC-417@nrcpc.nola.navy.mil).

## New AM/AS/PR Detailer Reports

Greetings! I would like to take this opportunity to introduce myself as the new AM/AS/PR TAR detailer. I would also like to wish AMCS(AW) Castilleja the best of luck in her journey to HM-15 and to thank her for all the assistance in getting me settled.

My goal in this position is simple; meet the needs of the Navy, the Sailors and the commands. I feel the best approach to meet these requirements is an open line of communication. Please do not hesitate to call or send E-mail at anytime. My E-mail address is [FinniganD@nrcpc.nola.navy.mil](mailto:FinniganD@nrcpc.nola.navy.mil).

There are many new challenging and rewarding opportunities available, waiting for that right person wanting to broaden their career. We are faced with an exciting time ahead of us, and I look forward to working with each and every one of you out there in the field.

*AMHC(AW) Dave Finnigan  
AME/AMH/AMS/AS/PR Detailer  
N-411*

*AWCS (AW) Kenny Lee  
AC/AW/AZ/Aircrew Detailer  
N-417*

## Processing Immediate Availabilities

Immediate availabilities for non-designated E1 through E3 Sailors should be submitted in accordance with NAVADMIN 214/99.

The following avails, non-graduate "A" school (NA), non-graduate Nuclear Power School (NF) disqualification (DA), fit for full duty (YJ), etc. must have their duty preferences listed on the avail.

The avail must consist of nine duty preferences: three fleet concentrated area homeports (i.e. San Diego (KSD), Mayport, Fla. (GMY), Norfolk, Va. (FNO), etc.), three type or platform (i.e. CV, DDG, FA-18, etc.) and three overseas duty (i.e. Bahrain (BAI), Italy (ITA), Japan (JAA), etc.).

Availabilities such as LIMDU (YH) will be moved to the closest fleet concentrated area with ad-

equated medical facilities. Pregnancies that are disqualified from present duty assignment (DP) must have 20<sup>th</sup> week of gestation and estimated date of delivery in the avail. All duty preferences and avail

comments must be in the remarks section.

*EN2(SW) R.E.Hunt  
Lead Detailer Immediate Availabilities  
EP-472B*

## Failed to Report Queries

In accordance with EDVRMAN 2.2.1, failed to report inquiries should be submitted to the prospective gain's last duty station. Periodically, EPMAC code 47 receives failed to report inquiries. This only delays the command's desired response. An information only copy should be addressed to the respective detailer.

When the prospective gain is reporting from recruit training command or a service command,

please allow 30 days to pass before submitting a failed to report inquiry. This is in recognition of training setbacks and delays that may occur in self paced courses of instruction.

To find out what are the most frequently asked questions about GENDETS, check out our Web Site at <http://www.epmac.nola.navy.mil/code47/>.

*PNI C. E. Johnson  
Lead GENDET Detailer  
EP-471A*



## Put In For My Outfit

# AEGIS Center Offers Quiet Community

Are you tired of expensive duty stations with outrageous mortgages? Do you want a tour in a family-oriented atmosphere with outstanding schools? Are you a top-notch technician looking for a challenging billet?

Come to the cutting edge of technology - ATRC Dahlgren, Va! AEGIS Training and Readiness Center has rewarding instructor and maintenance support billets available. We have much to offer; brand new technical advances are revealed to you first-hand, by the people directly involved with them. You'll then pass your knowledge and experiences on to new technicians, so that they can hit the deckplates running.

ATRC is located at the Naval Surface Warfare Center, Dahlgren Division (NSWCDD), in the "Northern neck" of Virginia. A small base located right on the Potomac river, NSWCDD has a friendly, quiet atmosphere. Complete with a NEX, commissary, bowling alley, theater, on-base housing, messing facilities, on-base hunting and even a boat ramp, NSWCDD has it all. The surrounding area is a perfect winter



wonderland and summer resort, with forests and wildlife abounding. If hauling in a 35-inch striped bass, bagging a 10-point buck or just bird watching is your thing, then you can do it all at Dahlgren. Nearby attractions include Busch Gardens, King's Dominion, Colonial Williamsburg and all the Washington, D.C. activities and museums.

So if you think business can't be mixed with pleasure, a rewarding tour at ATRC Dahlgren might change your mind. The vision of the school staff includes making contributions to the entire force, working to solve problems and to graduate students with the knowledge and confidence to make correct, competent decisions in the field. If you're a

first or second class petty officer and want to make a difference *and* enjoy your family, Dahlgren is the place.

Contact your detailer and ask for Dahlgren, or for more information, contact FCCS(SW) Mike Pepe at DSN 249-4239, Comm (540)653-4239 or E-mail: [pepemc@atrc.navy.mil](mailto:pepemc@atrc.navy.mil).

# National Security Agency Defensive Ops

Are you a CTO, CTM, CTR or CTA and due shore duty? The opportunity of a lifetime awaits! Do you have schooling or OJT in systems management, computer programming, networking or IW/C2W analysis? A significant part of the future of the Naval Security Group will be in defensive information operations. Be a part of it! The Navy is looking for ambitious chiefs and petty officers to work on the cutting edge of the defensive information warfare operations field.

If you qualify and are selected, you will be assigned to the National Security Agency's Defensive Information Operations Group in Ft. Meade, Md., where you will work in one of the following three areas:

**Operations Readiness and Assessments;** Assessing a customer's computer network weaknesses, simulating Cyber attacks (Red Team) and then working with customers to correct identified weaknesses.

**Information Network Defense Operations;** Reporting operations expertise on matters addressing the threat, detection, reaction, warning and response to intrusions into national security and critical infrastructure networks.

**INFOSEC Monitoring & analysis/Joint COMSEC Monitoring Activity;** Helping to develop and implement a COMSEC monitoring and analysis capability for government computer-to-

computer (C~C) telecommunications at all levels.

Training here is not a bonus; it is a necessity. If you are a self-starter, want a challenge and can handle some of the best training the Navy has to offer, you want to come here. You may qualify if you fit one of the following descriptions: You carry a computer or programmer-related NEC and have a recent tour as a systems administrator or Computer Programmer; you have certifiable computer related schooling and OJT; or you hold the A&R NEC. Billets open October 2000; qualified applicants may need additional schools en route.

If you're interested, call the CTM/O/R/A detailers for specifics.



## Put In For My Outfit

# Joint Communications Unit Wants You

Looking for a challenge? The Joint Communications Unit (JCU) at Fort Bragg, N.C., is a special duty assignment supporting the U.S. Special Operations Command and the Joint Chiefs of Staff. Our mission is unique and unceasing. We need individuals who are interested in a distinctive, challenging and rewarding assignment working in a joint service environment.

We are currently accepting applications to fill billets from the IT and ET ratings. Interested Sailors should be within one year of their projected rotation date (PRD) to be considered, and meet other prerequisites as follows:

- Be able to obtain TS/SCI security clearance and access, which requires completion of a Single Scope Background Investigation (SSBI). Typically, member's spouse and immediate family members must be U.S. citizens.
- Volunteer for airborne duty and attend U.S. Army Basic Airborne School (May be waived for certain positions).
- No history of military or civilian disciplinary actions, and an exemplary performance record.

- Be a U.S. citizen.
- Be in paygrade E5 through E7. Exceptional E4s may be considered. Limited vacancies are available for CPOs – contact the JCU Recruiting Office to inquire.
- Be able to pass the JCU Physical Fitness Qualification Test (push-ups, pull-ups, sit-ups, 3 mile run).

Sailors assigned to JCU are eligible to receive special duty assignment pay (SDAP) and parachute pay upon completion of airborne training and other qualifications. JCU is a deploying unit, and considered Type 2 duty for rotational purposes.

The JCU recruiting process is highly selective. We work closely with the IT and ET detailers throughout our selection screening process; they are aware of our procedures and support our efforts. If you have interested Sailors at your command, please have them call their respective detailer to see if they are releasable for assignment to JCU, and then call us directly to obtain an application package.

The JCU Recruiting Office can be reached at DSN 236-0203, Comm (910) 396-0203.

# Nucs: Come Succeed in the Northeast

Looking for a challenging and rewarding tour? You will find it at Nuclear Power Training Unit (NPTU), Ballston Spa, N.Y.! Situated in Saratoga County, 30 minutes north of Albany, N.Y., we offer quality hands-on training to students in the nuclear power training pipeline, in order to provide the best possible operators to the fleet.

We are committed to the professional development of our highly qualified and strongly motivated instructors. Selected first class petty officers and above are encouraged to pursue Engineering Officer of the Watch qualification, a position normally assigned to commissioned officers, and not an option available at all sea commands. You will also have an opportunity to earn the 9502 instructor NEC and Master Training Specialist designation. These are accomplishments that will serve you well at selection board time.

We are also committed to the personal development of our people. We offer opportunities to earn an

associate's, bachelor's or master's degree in nearly every field. More than 50 percent of the staff attend classes locally or through distance learning. Local schools include Rensselaer Polytechnic Institute (RPI), New School University (NSU), Siena, Union and Skidmore Colleges, State University of New York (SUNY) at Albany and Plattsburgh, as well as several community colleges. RPI and NSU have class schedules tailored to shift work. Additionally, NPTU is a certified DANTES test site, providing all DANTES examination programs and tuition assistance normally found on larger bases.

Upstate New York and Saratoga County have some of the best recreational opportunities anywhere. From the best snow skiing in the Northeast, thoroughbred horse racing, and a variety of theater events and water sports of all kinds during the summer, to picturesque fall foliage, this area offers something for everyone. Just a

*Continued on next page*

## Put In For My Outfit

# Busy Island Living at Diego Garcia

Do you crave a challenging, yet entertaining, respite from the rigors of the “normal” sea-duty routine? Want to get away from it all, yet be in the thick of things? If so, the far end of the world is calling your name.

**PATRECONWING ONE** Detachment Diego Garcia (PRW-1 DDG) is located in the beautiful Chagos Archipelago on the ten square mile atoll of Diego Garcia, seven degrees south of the Equator, 1,500 miles south of India. Diego Garcia is centrally located in the Indian Ocean, and as a result is an extremely critical tactical location for the Navy. If you choose PRW-1 DDG, you will join the best Tactical Support Center (TSC) in Fifth and Seventh Fleets!

The Desert Sharks of PRW-1 DDG directly support all Maritime Patrol Aviation (MPA) operations from Cairo, Egypt to Perth, Australia; the Middle East, and points in between. Elements of PRW-1 DDG are constantly forward deployed to

the Arabian Gulf and Indian Ocean locations, in response to Fifth and Seventh Fleet taskings. Yes, we have a small physical footprint, but we make a BIG impression!

Our forward deployed elements provide 100 percent of C4I connectivity for all Arabian Gulf MPA operations and much, much more. We are direct tactical support! Our unit is small, and comprised of a handful of aggressive representatives of the AK, AT, AW, ET, IS, IT, OS and YN ratings. We require hard-charging independent duty Sailors. Aggressive, upwardly

motivated leaders will find their skills put to the test in this demanding operational environment. Professionals will find they shine brightly aboard PRW-1 DDG.

If you're up to the challenges of this demanding and extremely rewarding 12-month tour, you will be welcomed into the lair of *the Desert Sharks* with open and extended... fins.

For more information, call us at DSN 370-2911, or contact us via E-mail at [sponsorpw1@dg.navy.mil](mailto:sponsorpw1@dg.navy.mil), and we will be glad to fill you in on the particulars.

## Naval Space Warfare Center

Cutting-edge application of space systems and technologies, information warfare and high-throughput satellite communication are the future of the Navy, and Naval Space Command. Located aboard Naval Surface Warfare Center, Dahlgren, Va. (approximately 45 miles southeast of Washington, D.C.), Naval Space Command has immediate openings.

We need industrious, capable and self-sufficient petty officers, E4-E6 in EW, OS and CTO/CTR ratings. Other support positions are available in the ET, FC, IS, IT, SK, CTM, NC and YN ratings.

Positions in the Naval Space Operations Center (NAVSPOC)/Alternate Space Control Center (ASCC) and the Naval Space Support Teams (NSST) require fleet-experienced Sailors with an



aggressive interest in learning and exploiting tomorrow's technologies.

The Naval Space Operations Center provides ASCC Space Surveillance Network support to CINCSpace and satellite vulnerability/radio frequency interference resolution support to the fleet. The NSST takes space support products and service directly to the fleet/FMFM in exercises and training evolutions around the world. Candidates must hold or be eligible for Special Compartmented Information (SCI) clearances.

Interested Sailors can contact NCC(SW) Demmers, at DSN 249-6113, Comm (540) 653-6113 or E-mail at [fdemmers@nsc.navy.mil](mailto:fdemmers@nsc.navy.mil). More information on Naval Space Command can be found at <http://www.navspace.navy.mil>.

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### *Come Succeed, continued*

short distance away from exciting and historic Montreal, Boston, Philadelphia and New York City, opportunities abound. There is never a dull moment in Ballston Spa.

Instructor duty is challenging and the rewards are high, so if you are serious about your career, contact your detailee or call the NPTU Ballston Spa Command Master Chief or Command Career Counselor, at (518) 884-1841/1842.

# USS CAMDEN Offers Sailors One-stop Career Shopping



If you're looking for a sea tour that's both rewarding and career-enhancing, consider negotiating orders to the USS CAMDEN (AOE 2) – *the Power Pachyderm of the Pacific*!

CAMDEN combines the functions of three major ship types in one hull – fleet oiler, ammunition ship and refrigerated stores ship, truly providing “one-stop shopping” for her customers – the ships of the Pacific Fleet.

CAMDEN is homeported in Bremerton, Wash., in the beautiful Pacific Northwest. Just a short ferry ride across Puget Sound is Seattle, a cosmopolitan city that offers the excitement of three major league sports teams and exhilarating nightlife. And, if you're into the great outdoors, skiing, mountain climbing, hunting, fishing and a host of other activities are less than an hour's drive away.

“Team CAMDEN” makes people their *number one priority*, and strives to ensure every crewmember leaves the ship better than when they arrived by assisting Sailors in achieving their personal and professional goals. If earning your ESWS pin is your goal, you couldn't choose a better ship on which to qualify. CAMDEN's ESWS program is vibrant and aggressive, offering on-going systems lectures to aid crewmembers in the qualification process. Sailors striving to earn a college degree will be pleased to discover a superior blend of programs aboard CAMDEN, ranging

from PACE classes, DANTES/CLEP exams and one of the fleet's best Library Material Resource Centers.

Finally, if you're a top performer, you'll feel right at home. CAMDEN is a leader in LDO and CWO selections, boasting a phenomenal 50 percent selection rate off the last board.

Despite an age of 34 years, CAMDEN is in terrific shape both from a readiness standpoint and with respect to habitability. Quality of life for the crew of 530 aboard this large

logistics ship is further enhanced by E-mail (both underway and in port), Internet (in port), a modern gym, an award winning ship's store and countless other amenities like steel deck picnics and ice cream socials. Don't forget the frequent port calls all over the Pacific.

So whatever career goal you may be in the market for, CAMDEN offers one-stop shopping for success. Ask your detailer about opportunities with Team CAMDEN.

## NRD Chicago has the Best of the Midwest

Come to Mid-America and be a team member of the best recruiting district in the nation! If you want a rewarding job with a host of benefits, and a career-boosting billet, then Navy Recruiting District Chicago is for you!

The Chicago district includes 54,000 square miles encompassing Mid-to-Northern Illinois, Northern Indiana, and the Southeast portion of Wisconsin. Station opportunities range from “big city” excitement to quiet, rural charm.

Chicago and Milwaukee are cultural meccas, offering big-name plays, concerts and museums. There are professional sports offerings like the Bulls, Bears, Brewers, White Sox, Cubs, Blackhawks, Wolves, Bucks and more. The surrounding countryside offers camping, fishing

and resort fun. Additionally, there are an abundance of educational offerings from local colleges.

There are many benefits associated with a tour in recruiting at NRD Chicago. To name a few:

- 18 months of sea duty credit, and guaranteed coast assignment on your next tour.

- Special duty assignment pay of \$375.00 per month for recruiters.
- Additional clothing allowances.
- Assignment close to hometowns in many cases.
- Awards, recognition and meritorious promotion opportunities.

Come to the “Heartland” and join our team of professionals! To find out more, contact MSCM(SW) Don Gosha at Comm (847) 688-7100, ext. 121, or by E-mail: [cmc\\_chi@cnrc.navy.mil](mailto:cmc_chi@cnrc.navy.mil).

## Put In For My Outfit

# RTC Great Lakes Water Survival Division

Do you have a rescue swimmer NEC (0170, 8315 or 7815)? Do you want to influence the lives of our young Sailors? If you have a desire to mold and guide our young Sailors, Recruit Training Command's Water Survival Division, Great Lakes is the place for you.

Great Lakes, Ill., is the Navy's only recruit training location. Situated just 30 minutes away from Chicago, RTC instructors enjoy some of the nation's best art and science museums, sports teams, restaurants, concerts, night clubs and stage shows.

If you have set your sights on obtaining a college degree or wish to pursue a master's program during your shore tour, the Great Lakes area is the ideal setting. Off-duty education choices are plentiful, as nine colleges

and seven of the nation's best universities are located just outside of our gates.

For those of you seeking peace and tranquility, over six million acres of state and national parks are yours to explore, only 20 minutes away in Wisconsin. You can catch your limit of trout in a cold stream, or hike onto ridges formed by mammoth glaciers.

Considering the number of cultural and natural attractions located in the Chicago area, many Sailors realize that Water Survival Division, Great Lakes is the undiscovered gem of the Navy.

If we have your attention, send us an E-mail at [oscs.ellis@smtp.cnet.navy.mil](mailto:oscs.ellis@smtp.cnet.navy.mil), or visit our Web Site at <http://www.ntcpao.com/swim.htm>.

## Hospital Corpsman Needed at Parris Island Clininc



Are you up for shore duty and looking for a challenging and rewarding tour in CONUS? If so, Branch Medical Clinic Parris Island, S.C., is for you!

Our command is a small to medium-sized outpatient facility, primarily supporting active duty recruits aboard Marine Corps Recruit Depot, Parris Island. Support is also provided to active duty permanent-party Marines and Sailors working on Parris Island. There are approximately 140 active duty staff members stationed at the clinic.

As a general-duty hospital corpsman, the opportunity exists to become a qualified "screener" and gain valuable experience in direct patient care. Screeners directly evaluate and diagnose patients and are supervised by a licensed healthcare provider or Independent Duty Corpsman. There are very few shore commands in the Navy affording such independence and responsibility to its corpsmen.

The clinic infrastructure resembles the Fleet Marine Force in the allocation of its personnel and providers. There are six battalion aid stations (BASs) which are satellites of the main clinic. Each BAS has its own providers and corpsmen assigned, and is the first step in the triage process when dealing with training

injuries. Personnel are rotated to and from the BASs regularly, so corpsmen experience a diverse work environment that broadens their knowledge base.

Promotion rates at the clinic are among the best of all CONUS medical facilities.

Parris Island is located in the southeastern corner of South Carolina's "low country," within Beaufort County. Located 70 miles south of Charleston and 45 miles north of Savannah, Ga., the town of Beaufort is a small town steeped in rich history. Some of the houses pre-date 1750, and there are many historical sites and museums to explore. Outdoor activities abound in the area with abundant wildlife, great fishing and deer hunting, and water sports galore.

Ask your detailer about coming to the Branch Medical Clinic Parris Island for your next tour of duty. Experience a taste of "low country" life, and enhance your Naval career!

# Join the “Desert Rattlers” of Pacific Maintenance Unit El Centro

The Naval Air Facility at El Centro, Calif., is a familiar locale for aircrew and maintenance personnel. The year-round sunshine and excellent bombing range facilities in California's Imperial Valley provide outstanding training for pilots and aircrew.

NAF El Centro is also the home of one of the Navy's finest stand-alone aviation maintenance detachments, Strike Fighter Wing Pacific Maintenance Unit, known as the “Desert Rattlers.”

“Desert Rattler” men and women are highly skilled and uniquely qualified. With our triple platform support, the best aircrews walk through our doors for training, and entrust their aircraft to our superior maintenance department more than 40 weeks per year. Our primary role is to provide organizational level maintenance to four fleet replacement squadrons during their visual weapons delivery detachments in NAF El Centro.

We directly support one F-14 “Tomcat” squadron, two squadrons flying the F/A-18 “Hornet,” one squadron flying the F/A-18 E/F “Super Hornet,” and one EW countermeasures squadron flying the E/A-6B “Prowler.” These squadrons come to El Centro from Virginia, California and Washington. We visit FRS commands and take part in their specific T/M/S maintenance training program and OJT opportunities. Thus, FRS commands gain ownership and confidence in our qualifications, and we grow highly capable and motivated technicians.



NAF El Centro is conveniently located 70 miles west of Yuma, Ariz., 120 east of San Diego and 15 miles north of the Mexico border. Year-round good weather makes El Centro a very attractive place for people who enjoy the outdoors, with the finest quail, pheasant and dove hunting in all of California. Also, opportunities for snow and water

skiing are both within a two-hour drive time, and the Imperial Valley is highly regarded as one of the premier camping spots in southern California.

Also, NAF El Centro is a leader in quality of life initiatives. Base housing has been completely renovated, using the newest construction designs and appliances. Many single-family and duplex homes are available for inbound Navy families.

The Desert Rattlers encourage you to consider joining our elite team of aviation technicians and administrative professionals. If you would like a truly enriching and rewarding tour of duty working with highly skilled and motivated Sailors, please contact our senior enlisted advisor at DSN 958-2436, or by E-mail at [fairbanks.mark.w@nafec.navy.mil](mailto:fairbanks.mark.w@nafec.navy.mil).

## HSL-41 Wants Top Sailors in San Diego

How would you like to be stationed minutes away from the West Coast's best surf spots, yet close to some of California's premier snow skiing areas, with the opportunity to continue your off-duty education? Does this sound too good to be real? Well, it's not. Come join the elite team of the Seahawks at HSL-41, stationed at Naval Air Station North Island, in Coronado, Calif.

The Seahawks at HSL-41 offer great shore duty for hard working Sailors rotating off sea duty. HSL-41 is responsible for training future fleet H-60 pilots, flying the state of the art SH-60B helicopters. HSL-41 will soon transition to the updated romeo version. If you want to see the future of Naval aviation, this squadron is a must for you.

*Continued on next page*



# MSC Delivers Worldwide Adventure

“Stand by to receive shot line forward.” Remember this familiar phrase passed over the IMC? UNREP is underway. The combat stores ship coming alongside is part of the Naval Fleet Auxiliaries Force assigned to the Military Sealift Command (MSC), the Navy’s other fleet.

Headquartered in Washington, D.C., MSC is a world-wide organization, employing more than 10,000 military and civilian professionals, afloat and ashore. Our mission is to support the combat logistics of U.S. Navy and NATO ships, provide sea-going platforms for special at-sea missions and to conduct ocean transport of military supplies and equipment.

Deployed around the globe, the MSC fleet is operated by civilian mariners, with a Military Department onboard. MILDEPTs vary in size (4-50 officer and enlisted) depending on class of ship; combat stores ship (T-AFS), ammunition ship (T-AE), oiler (T-AO), fleet ocean tug (T-ATF) and ocean surveillance ship (T-AGOS). MSC is looking for hard-charging E4-E7

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### ***HSL-41 Wants Top Sailors, continued***

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Now is the time to become a Seahawk. If you’re a Sailor who wants to excel with the best of the best, and take advantage of San Diego’s unique shore duty opportunities, ask your detailer about the Seahawk team at HSL-41, or call Lt. Hyles at DSN 735-8318, Comm (619) 545-8318, for details.

professionals in the OS, YN, ET, IT, SK and SM ratings. MSC also has three Maritime Prepositioning Ships Squadrons (MPSRON) and an Afloat Prepositioning Ships Squadron (APSRON). These squadrons provide prepositioning support to all four branches of service and the Defense Logistics Agency.

Although administratively home ported in Norfolk and San Diego, personnel spend the majority of their tour at sea on a USNS ship or overseas with a prepositioning squadron. Tour lengths are for one year; members who extend their PRD are entitled to double sea duty credit for the length of their extension and qualify for OTEIP as

outlined in ENLTRANSMAN

4.11. To learn more about this challenging adventure with the Navy’s ‘other fleet,’ contact MSC’s

Command Career Counselor, PNCS(SW/AW) Penaranda, at DSN 325-5112, Comm (202) 685-5112; E-mail: [pncs.penaranda@msc.navy.mil](mailto:pncs.penaranda@msc.navy.mil), or visit our Web Site at <http://www.msc.navy.mil>.



## Strategic Systems Programs at Forefront of Communications

Are you looking for a challenging shore duty that will put you on the leading edge of the Navy’s communications technology? Strategic Systems Programs, in the Washington, D.C. area, is looking for a highly motivated ET1 or senior ET2 (NEC 14RM/14TM) to join the Communications Center Team.

Responsibilities include SIPRNET and Defense Message System (DMS) Administrator, STU Phone Account and hardware maintenance, and conducting training for all SSP personnel stationed at our continental U.S. field sites.

Sailors at our command enjoy off duty activities ranging from historic to ultra modern. Off duty education opportunities including University of Maryland, Strayer University and American University are unsurpassed.

Interested personnel should submit a 1306/7, routing it to SSP code 1110C for review and approval. For more information, contact ETCS(SS) Tim Jackson or ETC(SS) David Ray at Comm (202) 764-1622, or E-mail [comcen@ssp.navy.mil](mailto:comcen@ssp.navy.mil).



## Put In For My Outfit

# Fly with the “Scorpions” of VAQ-132

Interested in joining one of the top EA-6B Electronic Attack Squadrons in the Navy? Join the “Scorpions” of VAQ-132 and experience what electronic attack is all about. The EA-6B Prowler is currently the only aircraft providing tactical electronic attack for all services.

The Scorpions are home based 90 miles north of Seattle, at beauti-

ful Naval Air Station Whidbey Island, Wash. In the past two years the Scorpions have deployed with Carrier Air Wing 17 aboard USS EISENHOWER (CVN 69) to the Mediterranean Sea, and more recently supported OPERATION SOUTHERN WATCH with the U.S. Air Force from Prince Sultan Air Base, Saudi Arabia. Command achievements include the 1998 CNO

Safety “S,” Admiral Radford “R,” the CNAL 1998 Battle “E,” the 1999 COMVAQ WINGPAC Maintenance Squadron of the Year and CNO Retention Excellence Award.



The Scorpions are currently preparing for deployment aboard USS GEORGE WASHINGTON (CVN 73), bound for the Mediterranean Sea and Persian Gulf. Now is a good time to join our team and take full advantage of the Navy’s offer to “let the journey begin.” For more information, write to our command career counselor at VAQ-132, UNIT 25406, FPO AP 96601-6416, or check out our Web Site by clicking the VAQ-132 icon at <http://www.naswi.navy.mil>.

## PSD Patuxent River is Ready for the Best

Are you ready to join the best of the best? If so, PERSUPPDET Patuxent River, Md., is the place for you. We are located in a rural setting, 65 miles southeast of Washington, D.C., in historic St. Mary’s County, bounded by Chesapeake Bay and the Patuxent and Potomac Rivers.

The area offers excellent opportunities for outdoor recreation such as boating, fishing, camping, golfing, etc., and is within easy driving distance of the many cultural activities in our nation’s capitol. Educational opportunities abound both on and off station.

Our detachment serves 32 customer commands, providing pay, personnel and transportation support to approximately 3,200 military and 4,700 civilian personnel assigned to the Naval Air Warfare Center-Aircraft Division/Naval Station Patuxent River complex.

If you are DK or PN and enjoy working in a very professional, fast-

paced and team-oriented environment, then join us at PERSUPPDET Patuxent River. We have requisitions for paygrades E4-E9. For more information, contact PNC Maddox, DKC Monte or LT McKinney at DSN 342-7324.

## Naval District Washington Offers Variety of Billets

Naval District Washington (NDW) is the flagship in the nation’s capital, the Quarterdeck of the Navy. Our mission is to provide service, support and interagency coordination to Navy and Marine Corps commands in NDW in the execution of their mission. It is our duty to preserve Naval heritage and represent the Navy to the world through ceremonial excellence. Additionally, we provide the best possible quality of life for our NDW family.

There are many opportunities available for assignment at NDW. Chief petty officers and petty officers are needed in the Navy’s elite Ceremonial Guard. The Ceremonial Guard is the official honors unit of the Navy, and its primary mission is to represent the Navy in ceremonies



*Continued on next page*

## Put In For My Outfit

# Become an Enlisted Pilot: Fly UAVs

Looking for a truly unique career opportunity? How about flying unmanned aerial vehicles (UAV)? Ask your detailer for orders to FLECOMPRON SIX (VC-6) DET PAX, located at NAS Patuxent River Annex in scenic southern Maryland. VC-6 Det Pax is the only UAV outfit in the U.S. Navy, and we are currently looking for highly motivated Sailors in the AT and ET ratings to become Internal Pilots and fly the Pioneer UAV.

The Pioneer UAV is a reconnaissance aircraft that carries an electro-optical or infra-red camera and is remotely piloted... by you! VC-6 Det Pax UAVs are combat-tested, proven to be an invaluable intelligence-gathering asset during Operations DESERT STORM, SOUTHERN WATCH, ALLIED FORCE and others. Our aircrews have also participated in counter-narcotics operations, and our detachments work closely with Naval Special Warfare, providing real-time video intelligence of combat search-and-rescue (CSAR) missions, as well as amphibious operations.

To qualify as a UAV internal pilot, you must pass an aviation flight physical. Once you are found to be



medically and physically qualified, you will undergo eight weeks of unmanned flight training at Fort Huachuca, Ariz.

Upon successful completion of the UAV internal pilot syllabus, you will head to your permanent duty station with VC-6 Det Pax, located approximately 65 miles south of Washington, D.C.

NAS Patuxent River offers ample activities for Sailors and their families. The area is rich in history and outdoor recreation.

The door is open for dedicated professionals like you to join the FIREBEE team. Contact our command career counselor at DSN 342-3512 ext. 8805, Comm (301)862-8805, or E-mail us at [mouldingmf@navair.navy.mil](mailto:mouldingmf@navair.navy.mil). For further information on VC-6, check out our Web Site at <http://www.navy.mil/homepages/vc6/index.html>.



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### Naval District Washington, continued

in the Nation's Capital. The Guard routinely performs at the White House, Pentagon, Washington Navy Yard and Arlington National Cemetery. Tremendous leadership opportunities exist with an assignment at the Guard. Check out ENLTRANSMAN Chapter 9 for screening requirements or contact EWCS(SW/AW) Wilson, at DSN 288-0078, Comm (202) 433-0078, or E-mail at [Wilson.Kirk@ndw.navy.mil](mailto:Wilson.Kirk@ndw.navy.mil).

Many other billets are available in the Washington area. IT, IC, GM, BM, MS, YN, JO, PH, MA, RP

and Seabee ratings are encouraged to contact the NDW Career Counselor, NCC(SW) Martin, at DSN 288-2275, Comm (202) 433-2275, E-mail [Martin.Linwood@ndw.navy.mil](mailto:Martin.Linwood@ndw.navy.mil), or visit our Web Site at <http://www.ndw.navy.mil>.

Washington, D.C., is a great place to be stationed. There is virtually no waiting for Navy housing, and transportation is not a problem with the availability of the Metro transportation system. The personnel support detachment and Navy College Office are centrally located for ease of administrative and academic support. The Washington / Baltimore areas are filled with

many significant sightseeing opportunities, including the country's top museums and cultural events. Additionally, historic Williamsburg and Annapolis, the beautiful Chesapeake Bay and Six Flags Over America are just a short ride away. A dynamic and exciting MWR program and the Navy's own Solomon's Island Recreational Retreat, awaits you and your family's enjoyment.

Naval District Washington is enjoying the cutting edge of regionalization with nearly 400 commands and activities in the area. If you are seeking a challenging and rewarding shore tour, you'll find it in the nation's capital.

## Put In For My Outfit

# Join the First Ship of the 21st Century

Construction on USS SAN ANTONIO (LPD 17) starts this year, but it is not too soon for you to start thinking about serving in this first of a new class of amphibious transport dock. Scheduled to deliver in 2003 and deploy in 2005, LPD 17 will bring improved capability to the 21<sup>st</sup> Century ARGs.

This amphibious transport dock ship will have a well deck that supports LCACs (Landing Craft Air Cushion), the new Marine Advanced Amphibious Assault Vehicle (AAAV) and the traditional LCU (Landing Craft Utility). LPD 17's flight deck will be equally versatile as it can land and recover the largest Marine Corps helicopters in the inventory and, eventually, the vertical take off and landing MV-22 Osprey, from its four spots.

State-of-the art fiber optics with air-blown fiber technology will be used for interior communications and connectivity. The Shipboard Wide Area Network (SWAN) will provide for computer and network access, linking every manned space on the ship, including berthing spaces.

Quality of life has not been overlooked on the ship. The LPD 17 class will have a physical fitness center, a

learning resource center, an electronic classroom and numerous dedicated training spaces, including the Marine Corps' "virtual reality" weapons range.

Berthing spaces are sized to accommodate a ship's division or troop platoon. Each berthing space contains a head. USS SAN ANTONIO will receive the sit-up berth that enables Sailors and Marines to sit up in their bunk, use a reading and writing surface, and still have 40 percent more storage space.

SAN ANTONIO will have a complement of 360 officers and enlisted, and is being built by Avondale Industries in Louisiana. It will be an East Coast ship. USS NEW ORLEANS (LPD 18) will be a West Coast ship, and the remainder of the ships will be home ported as the LPD 4 class decommissions. Bath Iron Works in Maine will build the LPDs 19, 22, 25 and 28 ships. Litton-Avondale will build all other ships.

In all, the 12 ships of the SAN ANTONIO class will start entering the fleet in 2003, and the pipeline for the pre-commissioning crew opens in 2001. Call your detailer today and ask to be put in for LPD 17 now! Be part of the first ship of the 21st century!



## Navy-Marine Corps Internet is Coming

Are you ready to be a part of the initiative that launches the Department of the Navy's (DoN) efforts toward information superiority in support of "Joint Vision 2010" for the Department of Defense? If you are one of the Navy's information technology professionals - in the ratings of IT, FT, CT, ET(SS) and STS - you can join in the initial cadre of personnel assigned to the Navy Marine Corps Internet.

NMCI establishes a common end-to-end information service for voice, video and data for all civilian and military members in the DoN ashore. NMCI will complement the IT-21 program being implemented at sea. The two programs will ensure that the Navy is manned and equipped for network-centric operations.

NMCI will be a working partnership between the Navy and industry. The most crucial component of both

programs will be the people. The Navy is committed to ensuring that personnel trained in IT-21 skills afloat will be employed in the NMCI to enhance career progression, sea shore rotation, home-basing, and to give our people the chance to work in this leading edge initiative.

At the time this article is being written, the specifics of the contract are still not firm, so it is impossible to present any more detail - suffice it to say that a tour in the NMCI will become a vital portion of the career of Navy information technology professionals.

If you're an information technology professional, keep an eye out for upcoming stories and messages. NMCI is the future, so prepare yourself now to be a pioneer in this exciting venture.



## Put In For My Outfit

# Wallops Island: A Well Kept Secret

If you are looking for a technologically challenging assignment with a "small-town" home life, this is it. Our "battle group in the sand" is located on Virginia's eastern shore, five miles south of the Virginia-Maryland border.

Surface Combat System Center (SCSC) is a land based test site that supports lifetime and in-service engineering (LSE/ISE); battle group interoperability (BGIOP) testing in the adjacent VACAPES OPAREA; and developmental testing for SSDS Mk II, AEGIS, cooperative engage-

ment capability (CEC) and theatre ballistic missile defense (TBDM). We also support fleet training, including AEGIS Console Operator Course and Ship CIC Team Training.

Our workforce is tri-fold; we have Navy, DOD and contractor personnel all working together in support of fleet initiatives. Ratings such as FC, ET, IT, IC, STG and OS have the unique opportunity to see and work on the latest equipment before it is delivered to the fleet.

Wallops Island is an outdoorsman's paradise; hunting, fishing and camping opportunities abound. There are four golf courses within a half-hour drive and another dozen within an hour.

If you are looking for a challenging and rewarding duty in a small town environment with ample time to enjoy it, call your detailer and request SCSC Wallops Island.

For more information on becoming a member of our exciting team, call FCC(SW) Kimbro at Comm (757) 824-1790, or E-mail [pkimbrow@scsc.wal.nswc.navy.mil](mailto:pkimbrow@scsc.wal.nswc.navy.mil).

# 505 Feet of American Fighting Steel

The journey does not begin until you experience life aboard a multi-warfare, multi-talented Arleigh Burke-class guided missile destroyer. If you are a superior performer, mature and ready to be a part of a highly professional team that enjoys the latest in military computers, weaponry and propulsion systems, then look no further than the USS CARNEY (DDG 64).

While underway, the environment onboard CARNEY is fast paced with a fluid schedule, so flexibility and a positive attitude is a must. CARNEY conducts port calls in countries bordering the Atlantic Ocean and the Mediterranean and Caribbean Seas. You are guaranteed to meet new people and experience different cultures and lifestyles.

Where better to serve than Northeast Florida? CARNEY is home ported in Mayport, just minutes from Jacksonville. The area offers a warm, near-tropical climate

nine months out of the year. Outdoor recreation such as fishing, camping and every kind of water sports is available.

Contact your command career counselor today for details on how

to become a shipmate on 505 feet of American fighting steel. For more information, visit our Web Site at <http://www.spear.navy.mil/ships/ddg64>.

# Support the Warfighters

Are you a hard-charging IT or ET? Are you interested in working with cutting edge technology? Then we have the place for you. Join our rapidly expanding team at the Joint Interoperability Test Command, Messaging and Information Systems Division, and support the warfighters. Located in the quiet community of Indian Head, Md., along the banks of the Potomac River, we have all the excitement of working in Washington, D.C., and none of the traffic that goes with it.

This joint service environment currently consists of a small group

of Navy personnel that support testing of fleet systems. It is a great opportunity to learn new systems and keep up with the latest modifications. It is also the perfect location for continued off-duty education, with numerous community colleges in the nearby area. Come enjoy all the features and attractions that the national capitol region has to offer.

So, if you are ready for the challenge of staff duty, contact the JITC WASH OPS Career Counselor, ET1(SW) McGarry, at DSN 354-2762, Comm (301) 744-2762, or E-mail [mcgarryt@ncr.disa.mil](mailto:mcgarryt@ncr.disa.mil).



## Put In For My Outfit

# Bluejacket HARP Program in Action

In the April-June 2000 LINK, several articles appeared which referred to the Bluejacket Hometown Area Recruiting Program (HARP). As a follow-up to those stories, we received a letter from YNSR Sheperd, a Sailor aboard USS MILIUS (DDG 69), written to his commanding officer, describing his experiences on HARP duty. Seaman Sheperd's letter is reprinted below.

If you would like more information on TAD orders to go recruiting in your hometown, contact your command career counselor, or YN1(SW) Moore, at DSN

882-9139, Comm (901) 874-9139. Details about the program can also be found in NAVADMIN 003/00.

*LCDR Will Kronzer  
Branch Head, Enlisted Shore Special Programs  
PERS-4010*

*Editor's note: As of May 10, YNSR Sheperd's efforts have led to three people joining the Navy's Delayed Entry Program. Sheperd joined the Navy in 1999, and was on HARP duty to NRS Bowling Green, Ohio, from March 17-31, 2000.*

Sir,

I learned a lot from Bluejacket Harp Duty. I learned what goes into getting good Sailors. I also learned that it is easier for me to talk to young people about the Navy than I thought. First, I know most of them personally, I'm closer to them in age, and I'm not a recruiter. A lot of people see a recruiter and think that (recruiters) are lying to them just to get them in the Navy. Then when they look at me, they think I have no reason to lie to them. When I agree, or back up what my recruiter says, it builds up his credibility. Also, since I was in my hometown [Weston, Ohio], I knew where to go and when to find good prospects.

One day when Petty Officer Kogelman [AE1(AW) Jason Kogelman, of Navy Recruiting Station Bowling Green, Ohio] and I were not getting good results from phone calls, I told him to put on his Navy PT gear to go play basketball. He didn't understand what I was doing at first, but when I explained it, he was all for it. We went to some basketball courts where I used to play and where there are always lots of people. We played for about an hour, and after the game we passed out about 20 business cards and answered a lot of questions.

It was amazing how many people think that once you're in the Navy you don't have time to have fun, and when we were out there doing things just like them, it was almost more productive than going out in uniform.

One day we also went to a pool hall I used to go to in high school. We were still in uniform, and we could hardly play a game without people coming up and asking us questions. The most popular questions we were asked when I was there were "What is your job? Where have you been, and where are you right now? Do you like the Navy?" When I went to my old school [Otsego High School, in Tontogany, Ohio] in uniform, we couldn't talk to people for more than 30 seconds without someone new coming up and wanting questions answered.

In closing, I would like to say I recommend this program to anyone (and I have been). It's a great experience to see how recruiters work, and just how much hard work goes into a job that on the surface looks so easy. I would like to say thank you, sir, for giving me this opportunity.

*YNSR Joel Sheperd  
USS MILIUS (DDG 69)*

## Put In For My Outfit

# Enjoy Sea Duty on Beautiful Oahu, Hawaii



If you enjoy sheer professionalism and teamwork on duty, and the fulfilling excitement of paradise while

on liberty, the USS PAUL HAMILTON (DDG 60) is just the place you're looking for.

Home ported just south of the Arizona Memorial and "Mighty Mo," in historic Pearl Harbor, the USS PAUL HAMILTON is the

pacesetter of the Arleigh Burke destroyers. Since her commissioning in 1994, PAUL HAMILTON has been among the leaders in excellence throughout the Pacific Fleet.

The command consists of 300 personnel. There are job openings in just about every surface rating, but immediate fills are currently needed in the MR, MS, OS and IT ratings.

Hawaii is full of fun, excitement and opportunity. Considered Type 2 duty, being stationed here has the benefits of an overseas tour (COLA, OHA). The year-round warm climate affords you and your

family the opportunity of scuba diving, hiking, kayaking and beach combing along with many other adventurous outdoor activities at your fingertips.

If you're looking for that change of pace, or just want to get away from it all, come join a Retention Excellence Award winner...be part of the USS PAUL HAMILTON team. For more information about our command, contact your detailer, or E-mail our command career counselor at [bellmd@paul-hamilton.navy.mil](mailto:bellmd@paul-hamilton.navy.mil) ...today!

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## VFA-136: We Fight for Freedom

The "Knighthawks" of Strike Fighter Squadron 136 are looking for motivated team players to be part of the premier strike fighter squadron in the world.

The F/A-18C Hornet community offers one of the most demanding, highly visible sea duty adventures available. We are a close knit organization driven by a common focus on mission accomplishment, unit cohesion and professional development. Although we pride ourselves on combat readiness, the personal welfare of our Sailors and their families is a top priority.

In May, we were on deployment in the Mediterranean and Arabian Gulf onboard USS DWIGHT D. EISENHOWER (CVN-69) as part of CVW-7. Our next deployment is slated for 2002 onboard USS JOHN F. KENNEDY (CV-67), with the workup cycle beginning in earnest during the summer of 2001.

VFA-136 is home ported at NAS Oceana, Va., just minutes from the most beautiful beaches Virginia has to offer. The tri-cities area of Virginia Beach, Chesapeake and Norfolk offers a well-respected school system and plenty of excitement for your off-duty time. An exhilarating



rating nightlife, water sports, hunting and fishing, and with the addition of a new outdoor amphitheater, several concerts fill the summer season. For thrill-seekers young and old, Colonial Williamsburg, Busch Gardens and King's Dominion are all within a two-hour drive. Washington, D.C., is just a day trip away.

The Master Jet Base at Oceana has recently become home to all but two AIRLANT Hornet squadrons, and is currently building many new facilities, including a new commissary and barracks. Thirty-six holes of championship golf are right on base.

If you are highly motivated, mission-focused and ready to join an elite team of professionals, we challenge you to consider this unique opportunity to work with the best in Naval Aviation. Talk to your detailer or use JASS to inquire about orders to the Knighthawks. For additional information, contact our command career counselor, PNC(SW) Blackport, at DSN 433-9050 or by E-mail at [blackportsp@vfa136.navy.mil](mailto:blackportsp@vfa136.navy.mil). You can also check out our Web Site, at [www.navy.mil/homepages/vfa136](http://www.navy.mil/homepages/vfa136). Join us in our quest for excellence!



# Professional Challenge Meets Off-Duty Fun in Hampton Roads

Why should you request a tour at NCTAMS LANT Detachment Hampton Roads, Va.? Are you interested in the latest telecommunications and computer technology? Do you want an assignment that is rewarding and impacts the fleet? Do you want to work at a small command that believes in taking care of its people? Are professional training and off-duty education opportunities a concern?

If you answered yes to any of these questions and are an eligible IT, ET, CTO or CTM, then request a tour of duty at NCTAMS LANT Detachment Hampton Roads!

We are home to the Unified Atlantic Regional Network Operations Center (UARNOC), responsible for providing information technology support to the Atlantic Fleet and local flag-level commands, including Commander-in-Chief, U.S. Atlantic Fleet (CINCLANTFLT), Commander-in-Chief, U.S. Joint Forces Command (CINCUSJFCOM) and Commander, Submarine Forces Atlantic (COMSUBLANT). Our services include, but are not limited to, classified and unclassified E-mail and Web browsing, satellite connectivity, video teleconferencing and message processing. The detachment is comprised of a message center, a technical control facility, a communications support activity, and internal networking, maintenance, plans and administrative divisions.

We are located on the Naval Support Activity (NSA) adjacent to

the Norfolk Naval Station. The Hampton Roads area offers a variety of activities such as fishing, festivals, Busch Gardens, Colonial Williamsburg, Water Country USA, several golf courses and the Virginia Beach resort area just to name a few. Other activities within a few hours drive include two NASCAR tracks, Paramount's Kings Dominion, the

Outer Banks of North Carolina and more.

If this sounds like the sort of career enhancing move you would like to make, contact our command career counselor at DSN 836-5909, or E-mail [winterl@nctldhr.uar.navy.mil](mailto:winterl@nctldhr.uar.navy.mil) for more information.

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## The Best Kept Secret in Historic England

Are you a professionally motivated SKC or AT1 willing to enhance your career with a NATO tour? Then your next assignment should be with NATO Multi-Service Electronic Warfare Support Group (MEWSG). Located in the beautiful Southwest region of England, our mission is to provide multi-faceted Electronic Warfare simulation and training to NATO countries.

A tour at MEWSG provides travel opportunities to see the rest of Europe. Don't let this once-in-a-lifetime opportunity pass you by. Ask your detailer about orders to MEWSG! For more information, contact SKC(SW) McIntyre or ATC(AW) Prokop, at Comm 011-44-1935-842-116/117, or via E-mail [NATO-MEWSG@LineOne.net](mailto:NATO-MEWSG@LineOne.net).



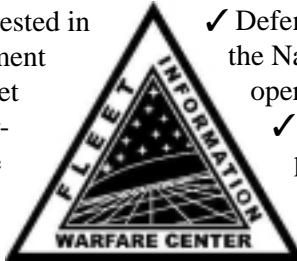
## Put In For My Outfit

# Information Warfare Pioneers Wanted

Looking for a unique duty station? Interested in computers, cyberwarfare, perception management and electronic warfare? Search no further. Fleet Information Warfare Center (FIWC) headquarters, located on Naval Amphibious Base Little Creek, Va., and Fleet Information Warfare Center Detachment (FIWCDet) San Diego, on Naval Amphibious Base Coronado, need talented, intelligent and forward-thinking Sailors to prepare the future of warfare: Information operations.

Established in 1995 as the Navy's Center of Excellence for Information Warfare (IW) and Information Operations (IO), the FIWC provides IW/IO support to naval and joint forces worldwide. We advise the CNO, Fleet CinC's, Commander Naval Security Group Command and Naval Systems Commands on IW/IO issues, and act as the Navy's primary authority for IW/IO. Subordinate to Commander, Naval Security Group, Fort Meade, Md., FIWC is chartered to:

✓ Support fleet and joint forces commanders by providing a variety of IW/IO services, including tactics, doctrine and operational planning support.



✓ Defend the Navy's Information Infrastructure as the Navy's hub for Computer Network Defense operations.

✓ Provide Electronic Intelligence (ELINT) parametrics for the Electronic Warfare Reprogrammable Libraries (EWRL) Program, and distribute tailored EWRL threat libraries containing ELINT parameters and electronic orders of battle to various consumers.

We are looking for highly-motivated and team-oriented professionals in the following ratings: AT, AMS, AZ, BM, CE, CM, CTA, CTM, CTO, CTR, CTT, EM, EN, EO, ET, EW, HT, IS, IT, JO, SK and YN. Billets require either Secret or TS/SCI clearances.

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# LINK Directory

## Enlisted Community Managers / Technical Advisors

| <u>E-mail</u> | <u>Title</u>                         | <u>Incumbent</u>         | <u>Commercial</u> | <u>DSN</u> |
|---------------|--------------------------------------|--------------------------|-------------------|------------|
| n123c         | Joint TAD Contingency Operations     | CDR John Croft           | (703) 695-3748    | 225-3748   |
| n123c1        | Joint TAD Contingency Operations     | PNC(AW) Drew             | (703) 694-1012    | 224-1012   |
|               | Joint TAD Contingency Fax            |                          | (703) 614-2609    | 224-2609   |
| n13d          | NPRDC Liaison                        | Mr. Cunningham           | (703) 695-6424    | 225-6424   |
| n13hb1        | Director Homebasing Task Force       | Mr. Tilt                 | (703) 695-6369    | 225-6369   |
| n13t          | Policy Analysis & Evaluation         | Mr. Cylke                | (703) 614-5543    | 224-5543   |
| n13t1         | R&D Project Coordinator              | Mr. Bres                 | (703) 695-6366    | 225-6366   |
| n132          | Head, Enlisted Plans & Policy Branch | CAPT Lamboni/CAPT Conner | (703) 695-3936    | 225-3936   |
| n132a         | Admin Assistant                      | Ernie Norton             | (703) 614-5599    | 224-5599   |
| n132s1        | Admin Clerk                          | YN3 Brech                | (703) 614-5597    | 224-5597   |
| n132c         | Head, Strength Plans                 | CDR Firehammer           | (703) 614-5406    | 224-5406   |
| n132c1        | Strength Planner                     | LCDR Tierny              | (703) 695-0888    | 225-0888   |
| n132c2        | Asst Strength Planner                | Ms. Douglas              | (703) 695-3820    | 225-3820   |
| n132c3        | Asst Strength Planner                | LT Patterson             | (703) 695-3815    | 225-3815   |
| n132c4        | TAR Plans                            | CDR Simmons              | (703) 695-3856    | 225-3856   |
| n132c4a       | Asst TAR Plans                       | PNC(SW) Bohrn            | (703) 695-3853    | 225-3853   |
| n132c6        | CNRC Liaison                         | CDR Rasmussin            | (703) 614-5560    | 224-5560   |
| n132d         | Head, ECM                            | CDR Sadsad               | (703) 695-3935    | 225-3935   |
| n132d1        | Aviation Mech ECM                    | LCDR McGovern            | (703) 695-3806    | 225-3806   |
| n132d1a       | Asst Aviation Mech ECM               | AFCM(AW) Lynch           | (703) 695-3780    | 225-3780   |
| n132d2        | Avionics/Aircrew ECM                 | CDR(Sel) Martin          | (703) 695-3812    | 225-3812   |
| n132d2a       | Asst Aviation Avionics/Aircrew ECM   | AZC(AW) Brown            | (703) 697-2418    | 227-2418   |
| n132d3        | Surf Main Prop ECM                   | CDR Grice                | (703) 693-7234    | 223-7234   |
| n132d3a       | Asst Surf Main Prop ECM              | GSCS(SW) Stanek          | (703) 614-6501    | 224-6501   |
| n132d4        | Hull/Mech/Elec ECM                   | CDR Grice                | (703) 693-7234    | 223-7234   |
| n132d4a       | Asst Hull/Mech/Elec ECM              | HTCM(SW/AW) Hansen       | (703) 614-4827    | 224-4827   |
| n132d4b       | Hull/Mech/Elec ECM Support           | HT1(SW) Smith            | (703) 697-0383    | 227-0383   |
| n132d5        | Surf Com System ECM                  | CDR Neary                | (703) 697-2502    | 227-2502   |
| n132d5a       | Asst Surf Com System ECM             | FCCM(SW) Snyder          | (703) 614-6503    | 224-6503   |
| n132d6        | Surf Ops ECM                         | LCDR Chapman             | (703) 695-3875    | 225-3875   |
| n132d6a       | Asst Surf Ops ECM                    | ITCM(SW) Hailes          | (703) 614-6855    | 224-6855   |
| n132d7        | Spec War/EOD/Diver ECM/MU/CMC        | CDR(Sel) Szymanski       | (703) 695-3914    | 225-3914   |
| n132d7a       | Asst Spec War/EOD/Diver ECM          | QMCS(EOD) Marshall       | (703) 614-6854    | 224-6854   |
| n132d8        | CT/Frgn Lang ECM                     | CDR Hendron              | (703) 695-3380    | 225-3380   |
| n132d8a       | Asst Crypto/Intel ECM                | CTACS(SW) Devlin         | (703) 695-3379    | 225-3379   |
| n132d8b       | CTI Tech Ad                          | CTICM Harris             | (703) 695-6363    | 225-6363   |
| n132d8c       | CTM Tech Ad                          | CTMCM(SW) Scheid         | (703) 695-3391    | 225-3391   |
| n132d8d       | CTO Tech Ad                          | CTOCM(AW) Jewell         | (703) 614-5512    | 224-5512   |
| n132d8e       | CTR Tech Ad                          | CTRCM(SW) Ouellette      | (703) 695-3024    | 225-3024   |
| n132d8f       | CTT Tech Ad                          | CTTCM Hinkle             | (703) 695-3320    | 225-3320   |
| n132d8g       | EW Tech Ad                           | EWCS(SW) Estes           | (703) 695-3051    | 225-3051   |
| n132d9        | Sub Pers ECM                         | CDR Kaiser               | (703) 695-3887    | 225-3887   |
| n132d9a       | Asst Sub Pers ECM                    | ETC(SS) Hohensee         | (703) 614-6851    | 224-6851   |
| n132d9b       | Asst Sub Pers ECM                    | Vacant                   | (703) 693-6997    | 223-6997   |
| n132d10       | Admin/Media ECM                      | LCDR Proctor             | (703) 614-6863    | 224-6863   |
| n132d10a      | Asst Admin/Media ECM                 | YNCM(AW) Jenkins         | (703) 697-2746    | 227-2746   |
| n132d11       | TAR Aviation ECM                     | CDR Richey               | (703) 614-6646    | 224-6646   |
| n132d11a      | Asst TAR Aviation ECM                | YNCS(AW) Jenkins         | (703) 614-6864    | 224-6864   |
| n132d12       | TAR Surface ECM                      | Vacant                   | (703) 695-3905    | 225-3905   |
| n132d12a      | Asst TAR Surface ECM                 | YN1(SW/AW) Monagan       | (703) 695-3891    | 225-3891   |
| n132d13       | HM/DT/DAPA ECM                       | CAPT Senn                | (703) 695-3869    | 225-3869   |
| n132d13a      | Asst HM/DT/DAPA ECM                  | DTCM(SW) Sorensen        | (703) 695-3865    | 225-3865   |

|          |  |                  |                |          |
|----------|--|------------------|----------------|----------|
| n132d13b | Asst HM/DT/DAPA ECM                    | HM1(SW) Powell   | (703) 695-3871 | 225-3871 |
| n132d13c | Asst HM/DT/DAPA ECM                    | DT1 Green        | (703) 614-6853 | 224-6853 |
| n132d14  | Legal/Law Enforcement/CRF ECM          | LCDR Rhoades     | (703) 614-0805 | 224-0805 |
| n132d14a | Asst Legal/Law Enforcement/CRF ECM     | NCCS Ball        | (703) 695-8676 | 225-8676 |
| n132d15  | Supply ECM                             | CDR Spruill      | (703) 614-6850 | 224-6850 |
| n132d15a | Asst Supply ECM                        | LT Beale         | (703) 614-6649 | 224-6649 |
| n132d15b | Asst Supply ECM                        | SKCS(SW) Campeau | (703) 695-3933 | 225-3933 |
| n132d15c | Asst Supply ECM                        | SKCS Johnson     | (703) 695-3932 | 225-3932 |
| n132d16  | Seabees ECM                            | CDR Gibbs        | (703) 695-3940 | 225-3940 |
| n132d16a | Asst Seabees ECM                       | EACS(SCW) Nelson | (703) 614-6645 | 224-6645 |
| n132d17  | Intelligence Specialist ECM            | CAPT Saia        | (703) 693-1227 | 223-1227 |
| n132d17a | Asst Intel Specialist ECM              | LCDR Bray        | (703) 614-4918 | 224-4918 |
| n132d17b | Asst Intel Specialist ECM              | ISCM(AW) Bennett | (703) 693-1226 | 223-1226 |
| n132e    | Section Head, Quota Management Office  | LCDR Rafter      | (703) 695-6431 | 225-6431 |
| n132e11  | NTQMS Analyst                          | Mr. Erdmann      | (703) 695-3982 | 225-3982 |
| n132e14  | NEC Data Entry                         | Ms. Herndon      | (703) 695-8665 | 225-8665 |
| n132e2   | Lead Planner                           | LT Pompey        | (703) 695-3770 | 225-3770 |
| n132e3   | "A" School Program Manager             | Mr. Olaes        | (703) 695-3953 | 225-3953 |
| n132e5   | "C" School Program Manager             | YNCS(AW) Barry   | (703) 695-3957 | 225-3957 |
| n132e7   | Other Service School Program Manager   | MGYSGT Edwards   | (703) 693-2334 | 223-2334 |
| n133d    | Nuc Program ECM                        | CDR Ratte        | (703) 695-4449 | 225-4449 |
| n133d1   | Asst Nuc Enl Program ECM               | LT Pyburn        | (703) 693-0893 | 223-0893 |
| n133d2   | Asst Nuc Enl Program ECM               | ETCM(SS) Haggard | (703) 695-3301 | 225-3301 |
| n133d3   | Enlisted Submarine Pay Program Monitor | EMC(SS) Mangin   | (703) 695-1276 | 225-1276 |

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## **Enlisted Assignment Division (PERS-40)**

| <b><u>E-mail</u></b> | <b><u>Title</u></b>                         | <b><u>Incumbent</u></b> | <b><u>Commercial</u></b> | <b><u>DSN</u></b> |
|----------------------|---|-------------------------|--------------------------|-------------------|
| p40                  | Director, Enlisted Assignment Div.          | CAPT Rea                | (901) 874-3548           | 882-3548          |
| p40b                 | Dep. Director, Enlisted Assignment Div.     | CDR Zaperach            | (901) 874-3543           | 882-3543          |
| p40bb                | Special Asst, Director Enlisted Assignments | LCDR Herrington         | (901) 874-3510           | 882-3510          |
| p40cc                | Entitlements                                | Mr. Kirby Denson        | (901) 874-3550           | 882-3550          |
| p40dd                | EEAP, FAP, EFM, CWI Specialist Asst         | Mr. C. Brown            | (901) 874-3545           | 882-3545          |
| p40ff                | Command Master Chief Detailer               | EMCM(AW/SW/SS) Weir     | (901) 874-4560           | 882-4560          |
| p40hh                | HUMS Reassignment/Hardship Discharge        | PNC(AW) Bigard          | (901) 874-3542           | 882-3542          |

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## **NPC Miscellaneous**

| <b><u>E-mail</u></b> | <b><u>Title</u></b>                  | <b><u>Incumbent</u></b> | <b><u>Commercial</u></b> | <b><u>DSN</u></b> |
|----------------------|--------------------------------------|-------------------------|--------------------------|-------------------|
| p00j3                | Minority Affairs Officer             | LT Wanda Chandler       | (703) 695-2824           | 225-2824          |
| p00zcb               | BUPERS/BCNR Coordinator              | Ms. Heather Topping     | (901) 874-3043           | 882-3043          |
| p311                 | Head, Performance Evaluations Branch | LCDR Harper             | (901) 874-3309           | 882-3309          |
| p312                 | Head, Records Support                | Ms. Karen Stanton       | (901) 874-3350           | 882-3350          |
| p313                 | Systems Operations Branch            | Ms. Ida Lintala         | (901) 874-3404           | 882-3404          |
| p32b                 | Selection Board Support              | LCDR Cherry             | (901) 874-4913           | 882-4913          |
| p321                 | Selection Board Admin Assistant      | YN1(SW) Boucher         | (901) 874-3435           | 882-3435          |
| p343                 | BUPERS Web Master                    | Bill Malone             | (901) 874-3080           | 882-3080          |
| p343d                | Asst. BUPERS Web Master              | DP1 Bostick             | (901) 874-3496           | 882-3496          |
| p45s1                | Overseas Tour Extensions Incentives  | YN2 Johnson             | (901) 874-4145           | 882-4145          |
| p451d3               | Sea/Shore Duty Commencement Date     | Mr. Larry Ward          | (901) 874-4185           | 882-4185          |

|         |   |                      |                |          |
|---------|---|----------------------|----------------|----------|
| p455e   | BUPERS Access Technical Support             | PERSNET Help Desk    | (901) 874-4717 | 882-4717 |
| p622f   | Exceptional Family Member Program           | HM1(FMF) White       | (800) 527-8830 | 882-2510 |
| p814    | Head, Enl. Favorable Seps/Reenl Mgmt.       | PNC(SW/AW) Lintag    | (901) 874-3233 | 882-3233 |
| p814a   | Enlisted Favorable Separations Section Head | Mrs. Fry             | (901) 874-3272 | 882-3272 |
| p814a2  | Enlisted Favorable Separations Section LPO  | YN1(AW) James        | (901) 874-3271 | 882-3271 |
| p814b   | Reenlistment Mgmt. Section Head             | Ms. McIver           | (901) 874-3234 | 882-3234 |
| p814b2  | High Year Tenure Section/ENCORE             | YN1(SS) Manning      | (901) 874-3237 | 882-3237 |
| p814a1  | High Year Tenure Manager/Extensions         | Vacant               | (901) 874-3228 | 882-3228 |
| p814d1  | Encore, Extension request/cancellation      | Ms. Craft            | (901) 874-3238 | 882-3238 |
| p814e   | E5 and below High Year Tenure Case Worker   | YN2(SS) Talley       | (901) 874-4862 | 882-4862 |
| p815    | Head, Reenlistment Incentives Branch        | LCDR Christy         | (901) 874-3069 | 882-3069 |
| p815b   | Asst. Head, Reenlistment Incentives         | PNC(AW) Long         | (901) 874-3205 | 882-3205 |
| p815c   | Forced/Lateral Conversion                   | YN2 Whorton          | (901) 874-3217 | 882-3217 |
| p815c1  | SRB/BCNR Opinion                            | Mr. Slaton           | (901) 874-3206 | 882-3206 |
| p815c2  | SCORE/MA/NC/LN/DM Conversions               | YNSR Cooley          | (901) 874-3212 | 882-3212 |
| p815d   | Conversion Manager                          | YN1 Lopez            | (901) 874-3193 | 882-3193 |
| p815d1  | SDAP Section                                | PN1 Jones            | (901) 874-3207 | 882-3207 |
| p815d2  | SRB/STAR Program Manager                    | MMC(SS) Ogle         | (901) 874-3215 | 882-3215 |
| p815d3a | SRB Help Desk                               | YN3 Smith            | (901) 874-4993 | 882-4993 |
| p821    | Head, Disability Ret/JIMDU                  | LTJG Wilsey          | (901) 874-3229 | 882-3229 |
| p821a   | Assistant Branch Head                       | PCC(AW) Curry        | (901) 874-3201 | 882-3201 |
| p821b   | Supervisor, Military Personnel              | Mr. Joseph Ferdinand | (901) 874-3202 | 882-3202 |
| p821d   | Supervisor, Disability Retirement           | Ms. Bullard          | (901) 874-3231 | 882-3231 |
| p822    | Head Officer Retirement Branch              | LCDR Oberg           | (901) 874-3184 | 882-3184 |
| p823    | Head Enlisted Retirement Branch             | Mr. Parmer           | (901) 874-3246 | 882-3246 |
| p823a   | Assistant Branch Head                       | GMCS(SW) Bell        | (901) 874-3187 | 882-3187 |
| p823b1  | Enl. Fleet Reserve Customer Service         | Ms. Pamela Reed      | (901) 874-3247 | 882-3247 |
| p823b3  | Enl. Fleet Reserve Customer Service         | Mr. Otis Echols      | (901) 874-3186 | 882-3186 |
| p831    | Head, Military Personnel Security           | CDR Davis            | (901) 874-4405 | 882-4405 |
| p8311   | Asst. Head, Military Personnel Security     | LCDR Brown           | (901) 874-4403 | 882-4403 |
| p8315   | Branch Supervisor                           | YNC(AW) Burnett      | (901) 874-4899 | 882-4899 |
| p8314   | NATO Coordinator                            | PN2 Cherry           | (901) 874-4414 | 882-4414 |
| p8313   | Security Clearance Revocations              | YNSA Kitchell        | (901) 874-4411 | 882-4411 |
| p8316   | Security Asst.                              | Ms. Shoffner         | (901) 874-4412 | 882-4412 |
| p8317   | Fraudulent/Erroneous Enlistments            | Ms. Romero           | (901) 874-4413 | 882-4413 |
| p852    | Head, Enlisted Advancements Branch          | LT Cox               | (901) 874-3255 | 882-3255 |
| p852b   | Asst. Exam Eligibility                      | PNCS(SW) Miller      | (901) 874-3224 | 882-3224 |

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## **Seabees (PERS-401C)**

| <b><u>E-mail</u></b> | <b><u>Title</u></b>                  | <b><u>Incumbent</u></b> | <b><u>Commercial</u></b> | <b><u>DSN</u></b> |
|----------------------|--------------------------------------|-------------------------|--------------------------|-------------------|
| p401                 | Branch Head                          | LCDR Heckmann           | (901) 874-3569           | 882-3569          |
| p401a                | Admin Supervisor                     | YN2 Dudley              | (901) 874-3558           | 882-3558          |
| p401aa               | Admin Assistant                      | YN3 Crooke              | (901) 874-3655           | 882-3655          |
| p401a1               | Admin Assistant                      | YNSN Scardino           | (901) 874-3557           | 882-3557          |
| p401c                | Rating Assignment Officer/All E8-E9s | CUCM(SCW) Howk          | (901) 874-3571           | 882-3571          |
| p401cc1              | All E7s                              | SWCS(SCW) Young         | (901) 874-3559           | 882-3559          |
| p401cd               | CE/UT E1-E6                          | CEC(SCW) Townsend       | (901) 874-3570           | 882-3570          |
| p401cd1              | CE/UT E1-E6                          | UTC(SCW) Williams       | (901) 874-3565           | 882-3565          |
| p401ce               | BU/EA/SW E1-E6                       | SW1(SCW) Wagner         | (901) 874-3556           | 882-3556          |
| p401ce1              | BU/EA/SW E1-E6                       | BUC(SCW) Kane           | (901) 874-3553           | 882-3553          |
| p401cf               | EO/CM/E1-E6                          | CMC(SCW) Avery          | (901) 874-3567           | 882-3567          |
| p401cf1              | EO/CM E1-E6                          | EOC(SCW) Rice           | (901) 874-3568           | 882-3568          |

Fax: DSN 882-2716 or Comm (901) 874-2716.

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## **SEAL/EOD/Divers/SWCC (PERS-401D)**

| <u><b>E-mail</b></u> | <u><b>Title</b></u>       | <u><b>Incumbent</b></u> | <u><b>Commercial</b></u> | <u><b>DSN</b></u> |
|----------------------|---------------------------|-------------------------|--------------------------|-------------------|
| p401                 | Branch Head               | LCDR Heckmann           | (901) 874-3569           | 882-3569          |
| p401d                | Rating Assignment Officer | LCDR Chapman            | (901) 874-3560           | 882-3560          |
| p401de               | Special Warfare           | GMCS(SEAL) Culley       | (901) 874-3563           | 882-3563          |
| p401df               | EOD                       | GMCM(EOD) Dawkins       | (901) 874-3564           | 882-3564          |
| p401dc               | Fleet Diver               | ENCM(MDV) Briggs        | (901) 874-3561           | 882-3561          |
| p401de1              | In-service Recruiter      | MRC(SEAL) Chavez        | (901) 874-3574           | 882-3574          |
| p401de2              | HM SEAL Detailer          | HMC(SEAL) Hill          | (901) 874-3572           | 882-3572          |
| p401dh               | Schools Coordinator       | DC1(DV) Nelson          | (901) 874-3562           | 882-3562          |
| p401di               | SWCC                      | ENCS(SWCC) Ferens       | (901) 874-3573           | 882-3573          |

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## **Engineering/Hull (PERS-402)**

Switchboard Number : DSN 882-3600 or Comm (901) 874-3600

| <u><b>E-mail</b></u> | <u><b>Title</b></u>                        | <u><b>Incumbent</b></u> | <u><b>Commercial</b></u> | <u><b>DSN</b></u> |
|----------------------|--|-------------------------|--------------------------|-------------------|
| p402                 | Branch Head                                | LCDR Martin             | (901) 874-3602           | 882-3602          |
| p402c                | Rating Assignment Officer (EM/MM/GS)       | LT Erickson             | (901) 874-3593           | 882-3593          |
| p402d                | Rating Assignment Officer (IC/MR/HT/EN/DC) | LT Coleman              | (901) 874-3610           | 882-3610          |
| p402cd               | EM E7-E9                                   | EMCS(SW)Rio             | (901) 874-3591           | 882-3591          |
| p402cd1              | EM E6                                      | EMCS(SW) Richardson     | (901) 874-3577           | 882-3577          |
| p402cd2              | EM E5                                      | EMC(SW) Ehert           | (901) 874-3580           | 882-3580          |
| p402cd3              | EM E1-E4                                   | EM1(SW) Mitchell        | (901) 874-3592           | 882-3592          |
| p402cf               | MM E8-E9                                   | MMCM(SW/AW) Bennett     | (901) 874-3607           | 882-3607          |
| p402cf1              | MM E7/ "C" Schools                         | MMC(SW) Walton          | (901) 874-3579           | 882-3579          |
| p402cf2              | MM E1-E4 (PAC)/Avails/ "A" School          | MMC(SW) Sinn            | (901) 874-3603           | 882-3603          |
| p402cf3              | MM E5                                      | MMCS(SW) Manasco        | (901) 874-3589           | 882-3589          |
| p402cf4              | MM E1-E4/Avails (LANT)                     | MM1(SW) Bruns           | (901) 874-3578           | 882-3578          |
| p402cf5              | MM E6                                      | MMC(SW) Boutwell        | (901) 874-3605           | 882-3605          |
| p402cg               | GS/GSE/GSM E7-E9                           | GSCM(SW) Bacon          | (901) 874-3614           | 882-3614          |
| p402cg1              | GSE/GSM E6                                 | GSMC(SW) Carbone        | (901) 874-3599           | 882-3599          |
| p402cg2              | GSE/GSM E5                                 | GSMC(SW) Hagen          | (901) 874-3587           | 882-3587          |
| p402cg3              | GSE/GSM E1-E4/ Schools                     | GSM1(SW) Duran          | (901) 874-3612           | 882-3612          |
| p402dc               | IC E7-E8                                   | ICC(SW) Salter          | (901) 874-3594           | 882-3594          |
| p402dc1              | IC E1-E4                                   | IC1(SW) Kiefer          | (901) 874-3611           | 882-3611          |
| p402dc2              | IC E5-E6                                   | ICC(SW) Buzzard         | (901) 874-2847           | 882-2847          |
| p402de1              | MR/IM/OM/3M E6-E9                          | MRC(SW/AW) Kuhn         | (901) 874-3582           | 882-3582          |
| p402de2              | MR/IM/OM E1-E5                             | MR1(SW/AW) Beck         | (901) 874-3595           | 882-3595          |
| p402df               | HT E6-E9                                   | HTCS(SW) Lord           | (901) 874-3576           | 882-3576          |
| p402df1              | HT E5-E6                                   | HTC(SW) Bridges         | (901) 874-3597           | 882-3597          |
| p402df2              | HT E1-E4                                   | HT1(SW) Pieper          | (901) 874-3584           | 882-3584          |
| p402dg               | EN E6                                      | ENCS(SW) Holden         | (901) 874-3598           | 882-3598          |
| p402dg1              | EN E7-E9                                   | ENCM(SW) Spencer        | (901) 874-3616           | 882-3616          |
| p402dg2              | EN E1-E4                                   | EN1(SW) Roth            | (901) 874-3585           | 882-3585          |
| p402dg3              | EN E5/Schools                              | ENC(SW) O'Brien         | (901) 874-3586           | 882-3586          |
| p402di               | DC E7-E9                                   | DCC(SW) Walton          | (901) 874-3601           | 882-3601          |
| p402di1              | DC E5-E6                                   | DCC(SW) Miller          | (901) 874-3588           | 882-3588          |
| p402di2              | DC E1-E4                                   | DCC(SW) Neathery        | (901) 874-3615           | 882-3615          |
| p402a                | Admin Supervisor                           | YN2 Peppo               | (901) 874-3604           | 882-3604          |
| p402a2               | Admin Support                              | YNSR Brea               | (901) 874-3590           | 882-3590          |
| p402a3               | Admin Support                              | Vacant                  | (901) 874-3600           | 882-3600          |
| p402a4               | Admin Support                              | YNSN Davis              | (901) 874-3609           | 882-3609          |

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## Submarine/Nuclear Power (PERS-403)

| <u>E-mail</u> | <u>Title</u>   | <u>Incumbent</u>    | <u>Commercial</u> | <u>DSN</u> |
|---------------|--|---------------------|-------------------|------------|
| p403          | Branch Head  | CAPT(Sel) Harkins   | (901) 874-3635    | 882-3635   |
| p403b         | Asst Branch Head   | LCDR Owens          | (901) 874-3626    | 882-3626   |
| p403a         | Admin Officer  | YNCS(SS) Demo       | (901) 874-3633    | 882-3633   |
| p403d         | "C" Shop Placement Officer/<br>Fleet Manning Monitor   | LT Culbreath        | (901) 874-3623    | 882-3623   |
| p403c         | "C" Shop Rating Assignment Officer   | EMCM(SS) Scott      | (901) 874-4696    | 882-4696   |
| p403cb        | "C" Shop Asst. Rating Assignment Officer   | EMCS(SW/SS) Kilian  | (901) 874-3644    | 882-3644   |
| p403cc        | Submarine/CNO Special Projects   | ETC(SS) Lashua      | (360) 476-9433    | 439-9433   |
| p403cd        | Nuclear Submarine CPO  | ETCM(SS) Walker     | (901) 874-3627    | 882-3627   |
| p403ce        | Nuclear E1-E6/3353/63  | ETC(SS) Williams    | (901) 874-3645    | 882-3645   |
| p403cf        | Nuclear E1-E6/3354/64  | EMC(SS) Spence      | (901) 874-3624    | 882-3624   |
| p403cg        | Nuclear E1-E6/3355/65/Welders  | MMC(SS) Martin      | (901) 874-3628    | 882-3628   |
| p403ch        | Nuclear E1-E6/3356/66  | MM1(SS) Wagenschutz | (901) 874-3630    | 882-3630   |
| p403cj        | Nuclear Surface CPO  | EMC(SW/AW) Huether  | (901) 874-3648    | 882-3648   |
| p403ck        | Nuclear Surface E1-E6 ET/EM  | ETC(SW) Emerick     | (901) 874-3631    | 882-3631   |
| p403cl        | Nuclear Instructor   | EMCS(SS) Deselms    | (901) 874-3647    | 882-3647   |
| p403cm        | MM(Aux) E6-E9/EN(SS) E1-E9/3M  | MMCS(SS) Stapleton  | (901) 874-3629    | 882-3629   |
| p403cn        | MM(Aux) E1-E5  | MM1(SS) Farmer      | (901) 874-3625    | 882-3625   |
| p403cr        | Nuclear Surface MM E1-E6/ELT   | MMC(SW) Julao       | (901) 874-3632    | 882-3632   |
| p403eh        | COB/CMC Detailer   | ETCM(SS) Shannon    | (901) 874-3639    | 882-3639   |
| p403e         | "D/E" Shop Placement Officer/<br>Fleet Manning Monitor   | LTJG Simmons        | (901) 874-4933    | 882-4933   |
| p403de        | MT   | MTC(SS) Muir        | (901) 874-3649    | 882-3649   |
| p403df        | TM/MM(Weps)  | MMCS(SS) Arnold     | (901) 874-3642    | 882-3642   |
| p403dg        | FT   | FTCS(SS) Cox        | (901) 874-3621    | 882-3621   |
| p403dl        | STS E1-E5  | STSC(SS) Grilli     | (901) 874-3616    | 882-3616   |
| p403dm        | NUCON/OVHLS/DMP/DEACTS   | YN2(SS) Brophy      | (901) 874-3643    | 882-3643   |
| p403dc        | "E" Shop ARAO, ET CPO Detailer   | ETCS(SS) Marlinga   | (901) 874-3641    | 882-3641   |
| p403dh        | "D" Shop ARAO/STS E6-E9  | STSCS(SS) Duvall    | (901) 874-3646    | 882-3646   |
| p403ec        | 14NM/14SM/14IC/14QM (E1-E6)  | ETC(SS) Gamblin     | (901) 874-3619    | 882-3619   |
| p403ed        | 14RM/14EM (E1-E6)  | ETC(SS) Sjogren     | (901) 874-3637    | 882-3637   |
| p403ef        | YN   | YNCS(SS) Reynolds   | (901) 874-3620    | 882-3620   |
| p403eg        | MS   | MSC(SS) Garnsey     | (901) 874-3638    | 882-3638   |
| p403ej        | SK   | SK1(SS) Chmielewski | (901) 874-3640    | 882-3640   |
| p403ek        | NAV/COM Accessions & Schools   | ETC(SS) Brooks      | (901) 874-3652    | 882-3652   |
| p403f         | Pipeline Training Coord  | Mr. Stafford        | (901) 874-3617    | 882-3617   |
| p403fc        | Nuclear Power/Training Coord/<br>Medical Waiver/Volunteer Coord/<br>Sub Disqual/Conversion Coord | YN2(SS) Boyle       | (901) 874-3634    | 882-3634   |

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## Aviation (PERS-404)

| <u>E-mail</u> | <u>Title</u>                                | <u>Incumbent</u>              | <u>Commercial</u> | <u>DSN</u> |
|---------------|---|-------------------------------|-------------------|------------|
| p404          | Branch Head                                 | CDR Ferree                    | (901) 874-3691    | 882-3691   |
| p404c         | Rating Assignment Officer (Avionics/Arm)    | LT Anderson                   | (901) 874-3657    | 882-3657   |
| p404d         | Rating Assignment Officer (Aircraft/Indep.) | LT Collins                    | (901) 874-3685    | 882-3685   |
| p404e         | Rating Assignment Officer (NAC/AM)          | LT Parker                     | (901) 874-3707    | 882-3707   |
| p404ce        | AE E7-E8 AV/AF/8300                         | AECS(AW) Leyden               | (901) 874-3662    | 882-3662   |
| p404ce1       | AE E5-E6                                    | AEC(AW)Eakins/AE1(AW)Melendez | (901) 874-3688    | 882-3688   |
| p404ce2       | AE E4 & Below/"A" School                    | AE1(AW) Shroeder              | (901) 874-3703    | 882-3703   |
| p404cr        | AO E7-E9                                    | AOCM(AW/NAC) Oswald           | (901) 874-3663    | 882-3663   |
| p404cr1       | AO "A" School                               | AO1(AW/SW) Reifsnyder         | (901) 874-3665    | 882-3665   |
| p404cr2       | AO E6                                       | AOC(AW) Bottonoff             | (901) 874-3704    | 882-3704   |
| p404cr3       | AO E5 and below                             | AO1(AW) Rivera                | (901) 874-4957    | 882-4957   |

|         |                                       |                         |                |          |
|---------|---------------------------------------|-------------------------|----------------|----------|
| p404ct  | AT E4 and below                       | AT1(AW) Garrison        | (901) 874-3701 | 882-3701 |
| p404ct1 | AT "A & C" School                     | ATC(AW) Lariviere       | (901) 874-3659 | 882-3659 |
| p404ct3 | AT E7                                 | ATC(AW) Ziegler         | (901) 874-3683 | 882-3683 |
| p404ct4 | AT E7                                 | ATCS(AW) Doss           | (901) 874-3660 | 882-3660 |
| p404ct5 | AT E5-E6                              | AT1(AW) Giffin          | (901) 874-3684 | 882-3684 |
| p404de  | AB E7-E9                              | ABCM(AW) Weber          | (901) 874-3686 | 882-3686 |
| p404de1 | ABH E1-E6                             | ABH1(AW) Ingram         | (901) 874-3708 | 882-3708 |
| p404de2 | ABF E1-E6                             | ABFC(AW) Fisher         | (901) 874-3702 | 882-3702 |
| p404de3 | ABE E1-E6                             | ABEC(AW/SW) Claxton     | (901) 874-3687 | 882-3687 |
| p404df  | AC                                    | ACCM(AW/SW) Gohranson   | (901) 874-3666 | 882-3666 |
| p404dg  | AD E7-E8                              | ADCS(AW) Otten          | (901) 874-3669 | 882-3669 |
| p404dg2 | AD E6                                 | ADC(AW) Fuller          | (901) 874-3706 | 882-3706 |
| p404dg3 | AD E5                                 | AD1(AW) Palmer          | (901) 874-3670 | 882-3670 |
| p404dg4 | AD E4 and below/ "A" School           | AD1(AW) Villalobos      | (901) 874-3693 | 882-3693 |
| p404dh  | AG                                    | AGCM(AW) Biffle         | (901) 874-3656 | 882-3656 |
| p404dj  | AS                                    | ASCS(AW/SW) McWilliams  | (901) 874-3700 | 882-3700 |
| p404dk  | AZ E6-E9                              | AZCM(AW) Spence         | (901) 874-3671 | 882-3671 |
| p404dk1 | AZ E1-E5                              | AZCS(AW) Dawson         | (901) 874-3672 | 882-3672 |
| p404dl  | PH                                    | PHC(AW) Coffelt         | (901) 874-3689 | 882-3689 |
| p404dm  | PR E5-E9                              | PRCM(AW) Zavada         | (901) 874-3690 | 882-3690 |
| P404dm1 | PR/AS "A" Schools                     | PR1(AW) Sperry          | (901) 874-3390 | 882-3390 |
| p404ec  | AW E7-E9                              | AWCM(AW) Fishbein       | (901) 874-3673 | 882-3673 |
| p404ec1 | AW E1-E6                              | AWC(AW/SW/NAC) Bethune  | (901) 874-3694 | 882-3694 |
| p404ed  | Aircrew IFT/EWOP/IT                   | AVCM(AW/NAC) Olson      | (901) 874-3674 | 882-3674 |
| p404ef  | Aircrew Designations                  | AMS1(AW/SW/NAC) Hoffman | (901) 874-3675 | 882-3675 |
| p404eg  | SAR(Non-AW)/Utility Aircrew           | AMS1(AW/NAC) Carswell   | (901) 874-3695 | 882-3695 |
| p404eh  | Aircrew Fit Eng/REEL Op/Loadmaster    | AECS(AW/NAC) Saylor     | (901) 874-3676 | 882-3676 |
| p404ej  | AMS E6-E7/AM E8                       | AMCS(AW) Rippy          | (901) 874-3696 | 882-3696 |
| p404ej1 | AMS E5/NDI                            | AMSC(AW) Sims           | (901) 874-3697 | 882-3697 |
| p404ej2 | AMS E1-E4/AMS "A" School              | AMSC(AW) Klinger        | (901) 874-3677 | 882-3677 |
| p404ek  | AME E1-E7                             | AMEC(AW) DeRitter       | (901) 874-3678 | 882-3678 |
| p404el  | Aviation New Construction/Decom       | AOCS(AW) Lynch          | (901) 874-3698 | 882-3698 |
| p404el2 | Aviation New Construction/Decom/CFEIP | AW2(AW/NAC) Ball        | (901) 874-3679 | 882-3679 |
| p404em  | AMH E5-E7                             | AMHC(AW) Marcille       | (901) 874-3680 | 882-3680 |
| p404em2 | AMH E1-E4/AMH "A" School              | AMH1(AW/SW) White       | (901) 874-3699 | 882-3699 |
| p404a2  | Admin Department                      | YN3 Herrera             | (901) 874-3668 | 882-3668 |
| p404a3  | Admin Department                      | YN3 Nason               | (901) 874-3692 | 882-3692 |
| p404a4  | Admin Department                      | Ms. Pamella Campbell    | (901) 874-3667 | 882-3667 |

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## **Admin, Deck, Supply (PERS-405)**

| <b><u>E-mail</u></b> | <b><u>Title</u></b>              | <b><u>Incumbent</u></b> | <b><u>Commercial</u></b> | <b><u>DSN</u></b> |
|----------------------|----------------------------------|-------------------------|--------------------------|-------------------|
| p405                 | Branch Head                      | CDR Barnhill            | (901) 874-3711           | 882-3711          |
| p405c                | Admin Rating Assignment Officer  | LCDR Ligler             | (901) 874-3709           | 882-3709          |
| p405d                | Deck Rating Assignment Officer   | LCDR Ligler             | (901) 874-3712           | 882-3712          |
| p405e                | Supply Rating Assignment Officer | LCDR(sel) Belanger      | (901) 874-3731           | 882-3731          |
| p405c1               | Admin LPO                        | YN1(SW) Rogers          | (901) 874-3892           | 882-3892          |
| p405c3               | Admin Asst. LPO                  | YN3 Reynolds            | (901) 874-3710           | 882-3710          |
| p405c5               | Admin Asst.                      | YNSN Kistner            | (901) 874-3711           | 882-3711          |
| p405c4               | Admin Asst.                      | YNSN Leavell            | (901) 874-4758           | 882-4758          |
| p405cd               | YN E7-E9                         | YNCS(SW) Hoyt           | (901) 874-3751           | 882-3751          |
| p405cd2              | YN E5-E6                         | YN1(SW) Smolens         | (901) 874-3733           | 882-3733          |
| p405cd3              | YN E1-E4 & "A" School            | YN1(SW) Roddy           | (901) 874-4847           | 882-4847          |
| p405cd5              | Flag Writer Detailer             | YNCS(SW) Brown          | (901) 874-3732           | 882-3732          |
| p405ce               | PN E7-E9                         | PNCM(SW) Hurt           | (901) 874-4049           | 882-4049          |
| p405ce1              | PN E5-E6                         | PNC(SW/AW) Southall     | (901) 874-3753           | 882-3753          |

|         |                            |                      |                |          |
|---------|----------------------------|----------------------|----------------|----------|
| p405ce2 | PN E1-E4 & "A" School      | PN1(SW) Bailey       | (901) 874-3735 | 882-3735 |
| p405cf  | JO & RP                    | JOCS(SW) Suich       | (901) 874-3752 | 882-3752 |
| p405cg  | NC/LN/DM                   | LNCS(SW/SCW/AW) Cox  | (901) 874-3737 | 882-3737 |
| p405dc  | BM E7-E9 and Harbor Pilots | BMCM(SW) Lott        | (901) 874-3713 | 882-3713 |
| p405dc1 | BM E5-E6 (PAC)             | BMC(SW) Heffner      | (901) 874-3740 | 882-3740 |
| p405dc2 | BM E5-E6 (LANT)            | BMC(SW) Taylor       | (901) 874-3739 | 882-3739 |
| p405dc3 | BM E1-E4                   | BM1(SCW) Hoening     | (901) 874-3738 | 882-3738 |
| p405df  | MA E7-E9                   | MAC(SW/AW) Owins     | (901) 874-3730 | 882-3730 |
| p405df1 | MA E4-E6                   | MA1(SW) Jones        | (901) 874-3750 | 882-3750 |
| p405dd  | SM                         | SMC(SW/AW) Matous    | (901) 874-3726 | 882-3726 |
| p405de  | QM E6-E9                   | QMCS(SW) Hillebrandt | (901) 874-3728 | 882-3728 |
| p405de1 | QM E1-E5 & "A" Schools     | QMC(SW) Sisung       | (901) 874-3727 | 882-3727 |
| p405ec  | MS E7-E9                   | MSCM(SW/AW) Benoit   | (901) 874-3741 | 882-3741 |
| p405ec2 | MS E6 & "C" School         | MSC(SW) Borozck      | (901) 874-3714 | 882-3714 |
| p405ec3 | MS E5 Sea                  | MSC(SW) Sanares      | (901) 874-3716 | 882-3715 |
| p405ec4 | MS E5 Shore                | MSC(SW) Hill         | (901) 874-3742 | 882-3742 |
| p405ec5 | MS E1-E4 Shore             | MSC(AW) Collins      | (901) 874-3715 | 882-3715 |
| p405ec6 | MS E1-E4 Sea & "A" School  | MS1(SW) Kavanagh     | (901) 874-3717 | 882-3717 |
| p405ed  | SH E6-E9                   | SHCM(SW) Lara        | (901) 874-3743 | 882-3743 |
| p405ed1 | SH E5 & "C" School         | SH1(SW) Roxas        | (901) 874-3719 | 882-3719 |
| p405ed2 | SH E1-E4 & "A" School      | SH1(SW) Ciapponi     | (901) 874-3744 | 882-3744 |
| p405fc  | SK E8-E9                   | SKCS(SW) Dela Cruz   | (901) 874-3745 | 882-3745 |
| p405fc1 | SK E7                      | SKCS(SW/AW) Manipula | (901) 874-3746 | 882-3746 |
| p405fc3 | SK E6 & "C" School         | SK1(SCW) O'Brien     | (901) 874-3722 | 882-3722 |
| p405fc4 | SK E1-E4 & "A" School      | SK1(SW) Cruz         | (901) 874-3723 | 882-3723 |
| p405fc5 | SK E5                      | SK1(SW) Harris       | (901) 874-3721 | 882-3721 |
| p405fd  | AK E6-E9                   | AKCS(AW) Adams       | (901) 874-3724 | 882-3724 |
| p405fd1 | AK E1-E5 & "A" School      | AKC(AW) Nwosu        | (901) 874-3748 | 882-3748 |
| p405ee  | PC/LI                      | PCCS(SW) Collins     | (901) 874-3720 | 882-3720 |
| p405fe  | DK E6-E9                   | DKCM(SW) Manganti    | (901) 874-3749 | 882-3749 |
| p405fe1 | DK E1-E5                   | DK1(SW) Parran       | (901) 874-3725 | 882-3725 |

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## **Technical (PERS-406)**

| <b><u>E-mail</u></b> | <b><u>Title</u></b>                       | <b><u>Incumbent</u></b> | <b><u>Commercial</u></b> | <b><u>DSN</u></b> |
|----------------------|---|-------------------------|--------------------------|-------------------|
| p406                 | Branch Head, Technical Assignments Branch | CDR Northrup            | (901) 874-3779           | 882-3779          |
| p406c                | Rating Assignment Officer                 | LTJg Moore              | (901) 974-3777           | 882-3777          |
| p406d                | Rating Assignment Officer                 | LT Weiss / LT Beard     | (901) 874-3769           | 882-3769          |
| p406e                | Rating Assignment Officer                 | STGCM(SW) Campbell      | (901) 874-3772           | 882-3772          |
| p406cf               | FC E7-E9                                  | FCCM(SW) Cherry         | (901) 874-3762           | 882-3762          |
| p406cf1              | FC E1-E6 (LANT)                           | FCC(SW) McMillan        | (901) 874-3763           | 882-3763          |
| p406cf2              | FC E1-E6 (PAC)                            | FCC(SW) Spinney         | (901) 874-3764           | 882-3764          |
| p406cf4              | FC E1-E6 (PAC)                            | FCCS(SW) Burch          | (901) 874-3848           | 882-3848          |
| p406cf3              | FC E1-E4 Schools                          | FC1(SW) Allen           | (901) 874-3780           | 882-3780          |
| p406cg               | GM E7-E9                                  | GMCS(SW) Hughes         | (901) 874-3781           | 882-3781          |
| p406cg1              | GM(PAC) E1-E6                             | GMC(SW) Miller          | (901) 874-3782           | 882-3782          |
| p406cg2              | GM(LANT) E1-E6                            | GMCS(SW) Harris         | (901) 874-3790           | 882-3790          |
| p406cq               | OS E7-E9                                  | OSCM(SW) Pritchard      | (901) 874-3211           | 882-3211          |
| p406cq1              | OS E5/E6 (PAC)                            | OS1(SW) Moran           | (901) 874-3211           | 882-3211          |
| p406cq2              | OS E1-E4                                  | Vacant                  | (901) 874-3758           | 882-3758          |
| p406cq4              | OS E5/E6 (LANT)                           | OSC(SW/AW) Etzel        | (901) 874-3789           | 882-3789          |
| p406cq5              | OS E1-E4/OS Schools Coordinator           | OS1(SW) Caldwell        | (901) 874-3759           | 882-3759          |
| p406de               | ET E7-E9                                  | ETCS(SW) Pavelec        | (901) 874-3786           | 882-3786          |
| p406de1              | ET E1-E6 (LANT)                           | ETC(SW) Linsten         | (901) 874-3795           | 882-3795          |
| p406de2              | ET E1-E6 (LANT)                           | ETC(SW) Pierce          | (901) 874-3796           | 882-3796          |
| p406de3              | ET E1-E6 (PAC)                            | ETC(SW) Evans           | (901) 874-3770           | 882-3770          |

|         |                            |                      |                |          |
|---------|----------------------------|----------------------|----------------|----------|
| p406de4 | ET E1-E6 (PAC)             | ETC(SW/AW) Wade      | (901) 874-3771 | 882-3771 |
| p406de5 | ET Training/"A" School     | ETC(SW) Patrick      | (901) 874-3796 | 882-3796 |
| p406dr  | IT E7-E9                   | ITCM(SW/AW) Brown    | (901) 874-3792 | 882-3792 |
| p406dr2 | IT E5-E6 (LANT)/"C" School | ITC(SW/AW) Malone    | (901) 874-3765 | 882-3765 |
| p406dr3 | IT E5-E6 (PAC)             | ITC(SW) Jubb         | (901) 874-3793 | 882-3793 |
| p406dr4 | IT E5-E6 (PAC)             | ITC(SW) Steinberg    | (901) 874-3767 | 882-3767 |
| p406dr5 | IT E5-E6 (LANT)            | ITCS(SW) Arthur      | (901) 874-3783 | 882-3783 |
| p406dr6 | IT E1-E4 (PAC)             | ITC(SW) Jones        | (901) 874-3784 | 882-3784 |
| p406dr7 | IT E1-E4 (LANT)/"A" School | IT1(SW) Celestine    | (901) 874-3785 | 882-3785 |
| p406em  | MN                         | MNCS(SW) Thanscheidt | (901) 874-3760 | 882-3760 |
| p406eu  | STG E7-E9                  | STGCM(SW) Campbell   | (901) 874-3772 | 882-3772 |
| p406eu1 | STG E1-E6 (PAC)            | STGC(SW) Polk        | (901) 874-3773 | 882-3773 |
| p406eu2 | STG Schools                | STG1(SW) Calvillo    | (901) 874-3757 | 882-3757 |
| p406eu3 | STG E1-E6 (LANT)           | STGC(SW) Stelling    | (901) 874-3787 | 882-3787 |
| p406ew  | TM                         | TMCM(SW) Scott       | (901) 874-3774 | 882-3774 |
| p406a   | Admin Support              | YN3 Lyons            | (901) 874-3065 | 882-3065 |
| p406a1  | Admin Support              | YNSR Stoute          | (901) 874-3779 | 882-3779 |
| p406a2  | Admin Supervisor           | PN1(SW) Roberts      | (901) 874-3778 | 882-3778 |

Fax: DSN 882-2643 or Comm (901) 874-2643.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## **Medical/Dental (PERS-407)**

| <b><u>E-mail</u></b> | <b><u>Title</u></b>                    | <b><u>Incumbent</u></b>   | <b><u>Commercial</u></b> | <b><u>DSN</u></b> |
|----------------------|--|---------------------------|--------------------------|-------------------|
| p407                 | Branch Head                            | LCDR Gonzales             | (901) 874-3808           | 882-3808          |
| p407c                | Rating Assignment Officer              | LT Tennyson               | (901) 874-3816           | 882-3816          |
| p407cb1              | Leading HM Detailer, E9 Sea/Shore      | HMCM(SS) Geletka          | (901) 874-3806           | 882-3806          |
| p407cd               | DT E7-E9, DT 8708, Leading DT Detailer | DTCM(SW/AW) Edmiston      | (901) 874-3815           | 882-3815          |
| p407cd1              | DT E5-E6, DT 8703, 52, 53, 65          | DTC(FMF) Jones            | (901) 874-3805           | 882-3805          |
| p407cd2              | DT E4 & below, DT 8732, 83             | DT2(FMF) Marquez          | (901) 874-3807           | 882-3807          |
| p407ce               | HM E6-E8 Sea/Shore (8404/0000)         | HMCS(SW/AW/FMF) Arrington | (901) 874-3811           | 882-3811          |
| p407cg               | HM 8408, 45, 46, 83, 86, 89, 8541      | HMC(FMF) Weatrowski       | (901) 874-3800           | 882-3800          |
| p407ch               | HM 8403, 24, 25, 27, 93, 94            | HMC(SW/FMF) Stone         | (901) 874-3797           | 882-3797          |
| p407cj               | HM 8402, 07, 16, 32, 51, 52            | HMCS(SS) Boss             | (901) 874-3813           | 882-3813          |
| p407ck               | HM "C" Schools                         | HMC(SW/FMF) Maniece       | (901) 874-3809           | 882-3809          |
| p407ck1              | HM "A" Schools                         | HM2 Jackson               | (901) 874-3812           | 882-3812          |
| p407ck3              | HM "C" Schools                         | HM3 Sliger                | (901) 874-3861           | 882-3861          |
| p407cm               | HM E4 & below Sea (8404/0000)          | HMC(FMF) Adams            | (901) 874-3804           | 882-3804          |
| p407cn               | HM E5 Sea/Shore (8404/0000)            | HM1(FMF) Fitzsimmons      | (901) 874-3810           | 882-3810          |
| p407cp               | HM E4 & below Shore (8404/0000)        | HMC(FMF) Willis           | (901) 874-3798           | 882-3798          |
| p407cq               | HM 8401, 06, 09, 72, 82                | HM1(FMF) Hankins          | (901) 874-3802           | 882-3802          |
| p407cr               | HM 8434, 95, 96, 8503, 05, 06          | HM1(SW/AW) Boyd           | (901) 874-3814           | 882-3814          |
| p407ct               | HM 8454, 63, 66, 67, 78, 79, 85        | HMC(FMF) Dwyer            | (901) 874-3803           | 882-3803          |
| p401de2              | HM 8491, 92                            | HMC(SEAL) Hill            | (901) 874-3622           | 882-3622          |

Fax: DSN 882-2645 or Comm (901) 874-2645.

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## **CT/IS/EW (PERS-408)**

| <b><u>E-mail</u></b> | <b><u>Title</u></b> | <b><u>Incumbent</u></b> | <b><u>Commercial</u></b> | <b><u>DSN</u></b> |
|----------------------|---------------------|-------------------------|--------------------------|-------------------|
| p408                 | Branch Head         | LCDR Knowles            | (901) 874-3842/23        | 882-3842          |
| p408c                | RAO                 | CWO2 Kelley             | (901) 874-3842/23        | 882-3842          |
| p408cb               | Office Manager      | CTACM Wilson            | (901) 874-3842/23        | 882-3842          |
| p408a1               | Admin Supervisor    | CTA1 Bryan              | (901) 874-3842/23        | 882-3842          |
| p408cd               | IS E6 & above       | ISCS(SW/AW) Lavieri     | (901) 874-3842/23        | 882-3842          |
| p408cd1              | IS E5 & below       | ISC(SW/AW) Finnerty     | (901) 874-3842/23        | 882-3842          |
| p408cj1              | T Branch            | CTTC(SW) Romano         | (901) 874-3842/23        | 882-3842          |

|         |                     |                      |                   |          |
|---------|---------------------|----------------------|-------------------|----------|
| p408ck  | A Branch            | CTACS(SW) Apa        | (901) 874-3842/23 | 882-3842 |
| p408cf  | M Branch E6 & above | CTMCM(SW) Warrick    | (901) 874-3842/23 | 882-3842 |
| p408cf1 | M Branch E5 & below | CTMC(SW) Clarke      | (901) 874-3842/23 | 882-3842 |
| p408cg  | O Branch E6 & above | CTOCS(SW) Kelly      | (901) 874-3842/23 | 882-3842 |
| p408cg1 | O Branch E5 & below | CTOC(SW) Joyce       | (901) 874-3842/23 | 882-3842 |
| p408ch  | R Branch E6 & above | CTRC(SW) Henderson   | (901) 874-3842/23 | 882-3842 |
| p408ch1 | R Branch E5 & below | CTRC(SW/AW) Williams | (901) 874-3842/23 | 882-3842 |
| p408ce  | I Branch E6 & above | CTIC(NAC) Loomer     | (901) 874-3842/23 | 882-3842 |
| p408ce1 | I Branch E5 & below | CTIC(SG) Murphy      | (901) 874-3842/23 | 882-3842 |
| p408cl  | EW E6 & above       | EWCM(SW/AW) Bower    | (901) 874-3825    | 882-3825 |
| p408cl1 | EW E5 & below       | EW1(SW/IUSS) Thurman | (901) 874-3834    | 882-3834 |

Fax: DSN 882-2650 or Comm (901) 874-2650.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Sea Special Programs (PERS-409)

| <u>E-mail</u> | <u>Title</u>                   | <u>Incumbent</u>   | <u>Commercial</u> | <u>DSN</u> |
|---------------|--------------------------------|--------------------|-------------------|------------|
| p409          | Branch Head                    | LCDR Johnson       | (901) 874-3852    | 882-3852   |
| p409a         | Admin Supervisor               | YN2 Parmer         | (901) 874-3844    | 882-3844   |
| p409cd1       | LCPO/CVN-76 Detailer           | OSCM(SW) Hixon     | (901) 874-4987    | 882-4987   |
| p409cd2       | New Const. Detailer            | FCC(SW) Hummer     | (901) 874-3846    | 882-3846   |
| p409cd3       | New Const. Assistant           | PN2(SW) Barnhart   | (901) 874-3856    | 882-3856   |
| p409cd4       | LCAC Detailer                  | BMCS(SW) Beaman    | (901) 874-3845    | 882-3845   |
| p409cd5       | New Const. Detailer            | ET1(SW/AW) Baker   | (901) 874-3854    | 882-3854   |
| p409cd6       | New Const. Detailer            | HT1(SW) Hendrix    | (901) 874-3853    | 882-3853   |
| p409dc        | Head Sea Placement Section     | PNC(AW) Villamento | (901) 874-3857    | 882-3857   |
| p409dc2       | Shore Disestablishment         | SK2(SW) Sam        | (901) 874-3855    | 882-3855   |
| p409dc3       | Decommissions/Homeport Changes | IT1(SW) Smith      | (901) 874-3851    | 882-3851   |
| p409de        | Women in Ships                 | NCC(SW/AW) Gary    | (901) 874-3850    | 882-3850   |

Fax: DSN 882-2649 or Comm (901) 874-2649.

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## Shore Special Programs (PERS-4010)

| <u>E-mail</u> | <u>Title</u>  | <u>Incumbent</u>    | <u>Commercial</u> | <u>DSN</u> |
|---------------|---|---------------------|-------------------|------------|
| p4010         | Branch Head   | LCDR Kronzer        | (901) 874-3451    | 882-3451   |
| p4010s        | Asst Branch Hd/RAO, Fleet "A" School  | LT Bernard          | (901) 874-3864    | 882-3864   |
| p4010b        | RAO Shore Special Programs  | OSCM(SW) Williams   | (901) 874-3775    | 882-3775   |
| p4010a        | Admin Supervisor  | YN3 Reeves          | (901) 874-3860    | 882-3860   |
| p4010a3       | Admin Asst.   | YNSN Brinkman       | (901) 874-3867    | 882-3867   |
| p4010c        | Career Recruiter Force Detailer   | NCCS Cason          | (901) 874-3868    | 882-3868   |
| p4010c1       | Recruiter E7-E8   | MMC(SW) Ehrhart     | (901) 874-3877    | 882-3877   |
| p4010c2       | Recruiter E6  | PN1(AW) Tan         | (901) 874-3861    | 882-3861   |
| p4010g1       | Recruiter E4-E5   | YN2(AW) Duvall      | (901) 874-3879    | 882-3879   |
| p4010d        | RDC/MEPS/ Naval Academy Company Chiefs/<br>FAST/USS CONSTITUTION/<br>USS ARIZONA Memorial | BMCS(SW) Mercer     | (901) 874-3878    | 882-3878   |
| p4010d1       | EOA/NAVLEAD/CAAC  | GMC(SW/AW) Arguello | (901) 874-3862    | 882-3862   |
| p4010d2       | Brig/CCU/NACU/SERE/Women Ashore   | SM1(SW) Cline       | (901) 874-3869    | 882-3869   |
| p4010e        | Physical Security Detailer  | PN1(FMF) Francisco  | (901) 874-3863    | 882-3863   |
| p4010e1       | Asst. Physical Security Detailer  | YN2(SW) Felton      | (901) 874-3870    | 882-3870   |
| p4010f        | Major Washington/Millington Staffs  | YNCS(AW) Schmidt    | (901) 874-3880    | 882-3880   |
| p4010f1       | Headquarters Activities   | YN1(SW) Kingston    | (901) 874-3886    | 882-3886   |
| p4010f2       | Flag Mess/Enlisted Aide Detailer  | MSC(SW) Marsh       | (901) 874-3871    | 882-3871   |
| p4010g        | Joint Area Placement<br>MAAGS/MISSION/NATO/PEP  | YNCS(SW) Medley     | (901) 874-3872    | 882-3872   |

|         |   |                      |                |          |
|---------|---|----------------------|----------------|----------|
| p4010k  | Enlisted to Officer Accessions Detailer     | PN1(SW/AW) Hibbs     | (901) 874-3874 | 882-3874 |
| p4010s2 | 1306 Fleet Request/AEF/ATF/LCPO             | PNC(SW) Christiansen | (901) 874-3873 | 882-3873 |
| p4010s1 | "A" School LPO/Reclassification/OSVET/NAVET | PN1(SW) Williams     | (901) 874-4567 | 882-4567 |
| p4010s4 | "A" School Rating Assignment PO             | PN2(AW) Sorrell      | (901) 974-3866 | 882-3866 |
| p4010s6 | Conversions via "A" School                  | YN2 Gordon           | (901) 874-3884 | 882-3884 |
| p4010s7 | "A" School Rating Assignment PO             | MS2 Reed             | (901) 874-3865 | 882-3865 |
| p4010s8 | "A" School Rating Assignment PO/Conversions | YN2(AW) Benn         | (901) 874-3883 | 882-3883 |

Fax: DSN: 882-2646 or Comm (901) 874-2646.

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## **Musician (PERS-64)**

| <u><b>E-mail</b></u> | <u><b>Title</b></u>      | <u><b>Incumbent</b></u> | <u><b>Commercial</b></u> | <u><b>DSN</b></u> |
|----------------------|--------------------------|-------------------------|--------------------------|-------------------|
| p64                  | Division Director        | LCDR M. D. Hammond      | (901) 874-4312           | 882-4312          |
| p64b                 | Deputy Division Director | LT R. Bailey            | (901) 874-4317           | 882-4317          |
| p64d                 | Detailer                 | MUCM McIntyre           | (901) 874-4314           | 882-4314          |

Fax: DSN 882-2614 or Comm (901) 874-2614.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## **TAR**

| <u><b>Code</b></u> | <u><b>Title</b></u>            | <u><b>Incumbent</b></u> | <u><b>Commercial</b></u> | <u><b>DSN</b></u> |
|--------------------|--------------------------------|-------------------------|--------------------------|-------------------|
| N4                 | Director                       | CDR Lindberg            | (504) 678-5109           | 678-5109          |
| N41                | CMC/MCPO/SCPO                  | SKCM(SW/AW) Tutt        | (504) 678-6205           | 678-6205          |
| N410               | AE/AD/Physical Security        | AEC(AW) Sievers         | (504) 678-5412           | 678-5412          |
| N411               | AMS/AME/AMH/AS/PR              | AMHC(AW) Finnigan       | (504) 678-1214           | 678-1214          |
| N412               | AT/AO/AN                       | ATCS(AW) Malenky        | (504) 678-5488           | 678-5488          |
| N413               | PN/NC/PreComm/Special Programs | PNCS(SW) Woods          | (504) 678-6207           | 678-6207          |
| N414               | YN                             | YNCS(SW/AW) Doolin      | (504) 678-6208           | 678-6208          |
| N415               | SK/AK/DK                       | SKC(SW) Anderson        | (504) 678-1599           | 678-1599          |
| N416               | HM/MS                          | HMC(SW) Hernandez       | (504) 678-1779           | 678-1779          |
| N417               | AW/AC/AZ/Aircrew               | AWCS(AW/NAC) Lee        | (504) 678-1326           | 678-1326          |
| N418               | EN/HT/MR/DC/FN/EM              | HTC(SW) Pellinen        | (504) 678-6206           | 678-6206          |
| N419               | BM/ET/RM/IC/DP/SN              | ITC(SW) Milligan        | (504) 678-6209           | 678-6209          |
| N42                | Admin Supervisor               | PN1(AW) Shank           | (504) 678-6210           | 678-6210          |
| N421               | School Quotas/TAD Clerk        | PN2 Martinez            | (504) 678-1217           | 678-1217          |
| N426               | CANREC/CRF                     | NCC(SS) Griffin         | (504) 678-4250           | 678-4250          |

Fax: DSN 678-6211 or Comm (504) 678-6211.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: nrpc-xxxx@nrpc.nola.navy.mil

## **Enlisted Placement Management Center (EPMAC)**

| <u><b>E-mail</b></u> | <u><b>Title</b></u>       | <u><b>Incumbent</b></u> | <u><b>Commercial</b></u> | <u><b>DSN</b></u> |
|----------------------|---------------------------|-------------------------|--------------------------|-------------------|
| ep40                 | Commanding Officer        | CAPT Conn               | (504) 678-1470           | 678-1470          |
| ep40a                | Executive Officer         | CDR Powell              | (504) 678-1470           | 678-1470          |
| ep47                 | Department Director       | Mr. Lindsley            | (504) 678-1432           | 678-1432          |
| ep47b                | Budget/Program Analyst    | Mrs. Herrick            | (504) 678-1128           | 678-1128          |
| ep47s                | Admin Assistant           | Mrs. Malcolm            | (504) 678-1433           | 678-1433          |
| ep472                | Dir. Assign/Imm Avails    | PNC(SW/AW) Williams     | (504) 678-1722           | 678-1722          |
| ep471a               | Lead Detailer Assign Div  | PN1 Johnson             | (504) 678-1435           | 678-1435          |
| ep471c               | NROTC/Precom/Decom Det    | PN2 Elwood              | (504) 678-1784           | 678-1784          |
| ep471d               | Women at Sea Detailer     | AE2(AW) Jefferies       | (504) 678-1420           | 678-1420          |
| ep471g               | AN Detailer (Assignments) | SN Hamilton             | (504) 678-5732           | 678-5732          |
| ep471h               | SN Detailer (Assignments) | PN3 MacDonald           | (504) 678-1587           | 678-1587          |



|        |  |                       |                |          |
|--------|--|-----------------------|----------------|----------|
| ep471j | FN Detailer (Assignments)  | YN3 Morrison          | (504) 678-1420 | 678-1420 |
| ep472b | Lead Immed Avail Detailer  | EN2(SW) Hunt          | (504) 678-1588 | 678-1588 |
| ep472c | SN/FN/AN Detailer (Avails)   | PN3(SW) Davis         | (504) 678-6204 | 678-6204 |
| ep472e | SN/FN/AN Sub Detailer (Avails)                                       | PCSN Taylor           | (504) 678-6772 | 678-6772 |
| ep472f | SN/FN/AN Detailer (Avails)   | SN Mostafavi          | (504) 678-1720 | 678-1720 |
| ep402c | Rating Specialist (Seabees/<br>SEAL/EOD/Eng/Hull/Nuc/Med/Dent/Intel) | MMC(SW) McElrath      | (504)678-4146  | 678-4146 |
| ep404c | Rating Specialist (Aviation)   | AEC(AW) Creech        | (504)678-6729  | 678-6729 |
| ep405a | Rating Specialist (Admin)  | PNC(SW) Gillespie     | (504)678-0041  | 678-0041 |
| ep405f | Rating Specialist (Supply)   | MSC(SW) Silberman     | (504)678-0434  | 678-0434 |
| ep405g | Rating Specialist (Deck)   | BMC(SW/AW) Smith      | (504)678-8572  | 678-8572 |
| ep407a | Rating Specialist (LCPO)   | HMCM(SS) Williams     | (504)678-0435  | 678-0435 |
| ep411a | Sea Placement (LANT)   | TMCS(SW/AW) Crawford  | (504)678-1896  | 678-1896 |
| ep412a | Sea Placement (PAC)  | FCCM (SW) Causey      | (504)678-1049  | 678-1049 |
| ep42c  | Submarine Placement  | ETC(SS) Wood          | (504)678-5439  | 678-5439 |
| ep431a | Aviation Squad Placement   | ADCS(AW/NAC) Williams | (504)678-1520  | 678-1520 |

E-mail: Replace xxxx in the following example with your detailer's E-mail code:  
xxxx@epmac.nola.navy.mil

## FY01/02 Selection Board Schedule

| <b><u>Board #</u></b> | <b><u>Title</u></b>                    | <b><u>Convene</u></b> | <b><u>Adjourn</u></b> |
|-----------------------|--|-----------------------|-----------------------|
| 455                   | Seaman to Admiral                      | 18 Sep 00             | 29 Sep 00             |
| 68                    | Fleet NROTC Scholarship Program        | 30 Oct 00             | 04 Nov 00             |
| 80                    | NJROTC                                 | 06 Nov 00             | 09 Nov 00             |
| 95                    | Active E8-9 Special Selection Board    | 13 Nov 00             | 09 Nov 00             |
| 125                   | CMC Screen #1                          | 04 Dec 00             | 06 Dec 00             |
| 126                   | Senior Enlisted Academy Screen #1      | 06 Dec 00             | 08 Dec 00             |
| 155                   | Medical Enlisted Commissioning Program | 11 Dec 00             | 15 Dec 00             |
| 180                   | Active LDO/CWO                         | 29 Jan 01             | 16 Feb 01             |
| 185                   | Career Recruiter Force                 | 31 Jan 01             | 02 Feb 01             |
| 205                   | Reserve E8-9                           | 12 Feb 01             | 23 Feb 01             |
| 210                   | Active E9                              | 20 Feb 01             | 09 Mar 01             |
| 235                   | Active E8                              | 12 Mar 01             | 06 Apr 01             |
| 310                   | CMC Screen #2                          | 21 May 01             | 22 May 01             |
| 311                   | Senior Enlisted Academy Screen #2      | 23 May 01             | 25 May 01             |
| 320                   | NJROTC                                 | 21 May 01             | 25 May 01             |
| 360                   | Active E7                              | 05 Jul 01             | 03 Aug 01             |
| 440                   | Seaman to Admiral Program              | 17 Sep 01             | 28 Sep 01             |
| 450                   | Career Recruiter Force                 | 20 Sep 01             | 21 Sep 01             |

**The latest version of the Selection Board Schedule is available on the  
NPC/BUPERS Web Page at <http://www.bupers.navy.mil>.**

*PERS-32 Selection Board Support*

To send mail to NPC in Millington, use the address below.  
Be sure to include the PERS Code in line three of the address  
and the PERS + 4 Zip code. The codes are available on the  
NPC/BUPERS Home Page at:  
<http://www.bupers.navy.mil>

**DEPARTMENT OF THE NAVY  
NAVY PERSONNEL COMMAND  
PERS \_\_\_\_  
5720 INTEGRITY DR  
MILLINGTON TN 38055-\_\_\_\_\_**

**PLAD: COMNAVPERSCOM MILLINGTON TN/PERS\_\_\_\_\_**

## **Microfiche and ESR Requests**

Your Microfiche or Enlisted Summary Record (ESR) may be ordered by mail or fax. You can download the request forms from the NPC/BUPERS Web Site at <http://www.bupers.navy.mil>. Click on *Selection Boards, Other Selection Board /Advancement Information and Information on how to order your microfiche, Officer Summary Record or Enlisted Summary Record*. Then click on the form you wish to display, print the form, and fax or send it using the information provided below.

**NAVY PERSONNEL COMMAND  
PERS-313C  
5720 INTEGRITY DRIVE  
MILLINGTON, TN 38055-3130**

- ❖ You may fax the form to: DSN 882-2664 or Comm (901) 874-2664.
- ❖ If you need more information, you may call: DSN 882-3596/3415 or Comm (901) 874-3596/3415.

Phone or E-mail requests for microfiche or ESRs cannot be honored.  
Your signature is required for each request.

# *The Back Page*

Use the charts below to plan your order negotiations. Requisitions are generated about every two weeks and list vacancy projections for your negotiation window - usually nine months. Use the first table to determine when you can start negotiations and when you are required to be under orders. Use the second table to determine which JASS requisitions you will be permitted to use and when AM/PM detailing expanded hours will occur. On these days, detailers will be available from 0600-2200 CST. Please consult your Command Career Counselor and review JASS listings before contacting the detailer. This will make the process more efficient and may answer some questions before the call.

| <b>If your PRD is:</b> | <b>Begin negotiations<br/>the <u>first</u> week of:</b> | <b>You must be under orders<br/>by the <u>last</u> week of:</b> |
|------------------------|---|---|
| <b>April 2001</b>      | July 2000   | September 2000  |
| <b>May 2001</b>        | August 2000   | October 2000  |
| <b>June 2001</b>       | September 2000  | November 2000   |
| <b>July 2001</b>       | October 2000  | December 2000   |

| <b><u>PRD:</u></b> | <b><u>New REQS:</u></b>                  | <b><u>AM/PM Detailing</u></b>            |  |
|--------------------|--|--|--|
| <b>April 2001</b>  | Jul 11 & 25<br>Aug 8 & 22<br>Sep 6 & 26  | Jul 12 & 26<br>Aug 9 & 23<br>Sep 7 & 27  | <p><b>You have a three-month window to negotiate orders. Use it wisely and be reasonable in your requests and expectations. If you have a change in status (i.e., EFM, married, etc.), contact your detailer even if you haven't reached your negotiating window yet. If you are currently in your negotiating window, note when you are required to be under orders in the first table.</b></p> |
| <b>May 2001</b>    | Aug 8 & 22<br>Sep 6 & 26<br>Oct 11 & 24  | Aug 9 & 23<br>Sep 7 & 27<br>Oct 12 & 25  |  |
| <b>June 2001</b>   | Sept 6 & 26<br>Oct 11 & 24<br>Nov 7 & 21 | Sept 7 & 27<br>Oct 12 & 25<br>Nov 8 & 22 |  |
| <b>July 2001</b>   | Oct 11 & 24<br>Nov 7 & 11<br>Dec 5 & 27  | Oct 12 & 25<br>Nov 8 & 22<br>Dec 6 & 28  |  |